UNITED NATIONS

A

General Assembly

Distr.
GENERAL

A/47/416
7 October 1992

ORIGINAL: ENGLISH

Forty-seventh session
Agenda item 112 (a)

PERSONNEL QUESTIONS

Composition of the Secretariat

Report of the Secretary-General

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I. INTRODUCTION

1. The annual report of the Secretary-General on the composition of the Secretariat is submitted in accordance with a number of resolutions of the General Assembly, the most recent of which are resolutions 44/185 A of 19 December 1989 and 45/239 A of 21 December 1990. The purpose of the report is to facilitate an assessment of the distribution of the staff of the United Nations Secretariat by nationality, sex, grade and type of appointment, in the light of the principles contained in the Charter of the United Nations and the guidelines set forth by the General Assembly.

2. In resolution 46/220 of 20 December 1991, the General Assembly decided to consider personnel questions on a biennial basis in even years. The List of Staff of the United Nations Secretariat and the report on the composition of the Secretariat would be issued in odd years for information purposes.

3. The information provided in the present report can be found mainly in the statistical tables inserted throughout the text and in those contained in annex I. In addition, detailed information on staff members can be found in the List of Staff of the United Nations Secretariat (A/C.5/47/L.2), to be issued at a later date.

4. Information concerning women in the United Nations can also be found in the report of the Secretary-General to the General Assembly at the current session on the improvement of the status of women in the Secretariat. A number of statistical tables contained in the present report are also reproduced in that report to facilitate the consideration of the question of women on the basis of a single comprehensive report in accordance with the views of Member States as expressed during the deliberations on the subject in the Third and Fifth Committees.

II. COMPOSITION OF THE SECRETARIAT

A. Staff of the United Nations

5. The power of the Secretary-General to appoint staff derives from Article 101, paragraph 1, of the Charter of the United Nations, which reads:

> "The staff shall be appointed by the Secretary-General under regulations established by the General Assembly".

6. There are a number of United Nations subsidiary organs which enjoy a special status granted by the General Assembly concerning the appointment of their staff. Those subsidiary organs are the United Nations Development Programme (UNDP); the Office of the United Nations High Commissioner for Refugees (UNHCR); the United Nations Children's Fund (UNICEF); the United Nations Institute for Training and Research (UNITAR); the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA); the

International Trade Centre (ITC); the secretariat of the International Civil Service Commission (ICSC); the United Nations University (UNU); and the Registry of the International Court of Justice (ICJ).

Total staff of the United Nations

7. The total number of staff of the United Nations is 31,127, of whom 13,883 are assigned to the Secretariat of the United Nations and 17,244 to the secretariats of subsidiary organs (see para. 6 above). As regards the funding, 9,522 staff occupy posts financed from the regular budget and 21,605 staff occupy posts financed from extrabudgetary sources. Further details about the composition of the staff, source of funds, category and related information, can be found in table A. These data are also illustrated in figures 1 to 3.

Table A

Staff of the United Nations Secretariat and of the secretariats of other United Nations organs by category and source of funds as at 30 June 1992

Organization	Regular budget				Extrabudgetary sources				Grand total
	Professional and above	Project personnel	General Service and others	Total	Professional and above	Project personnel	General Service and others	Total	
United Nations Secretariat	3 287	57	5 740	9 084	658	864	3 277	4 799	13 883
UNDP	-	-	-	-	837 a/	995 b/	6 876 c/	8 708	8 708
UNHCR	71	21	166	258	490	275	1 183	1 948	2 206
UNICEF	-	-	-	-	1 267 d/	663	3 678	5 608	5 608
UNITAR	-	-	-	-	12	-	11	23	23
UNRWA e/	82	-	10	92	61	-	-	61	153
ITC f/	-	-	-	-	66	84	199	349	349
ICSC	19	-	25	44	-	-	-	-	44
ICJ	17	-	27	44	-	-	-	-	44
UNU	-	-	-	-	24	14	71	109	109
Total	3 476	78	5 968	9 522	3 415	2 895	15 295	21 605	31 127

a/ Includes only UNDP core budget.

b/ Includes all UNDP other funds (UNFPA, OPE, JPOs, UNV, UNSO, UNRFNRE, UNCDF, FSSTD, IAPSU, project personnel).

c/ Includes national officers, Field Service level.

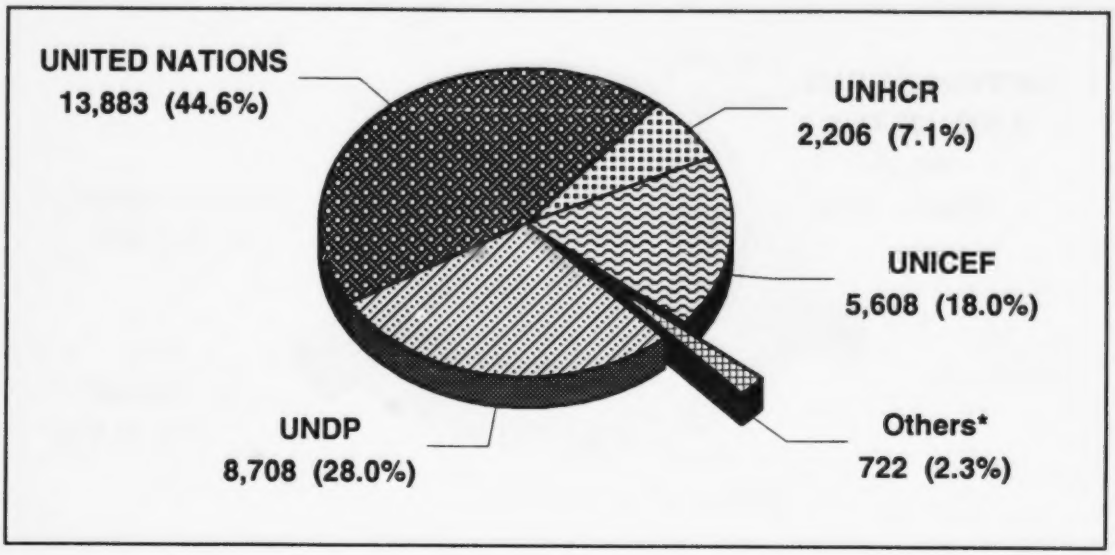
d/ Includes national officers.

e/ UNRWA has also 18,969 (37.0 per cent women) area personnel.

f/ A number of posts in the International Trade Centre (ITC) are financed jointly by the United Nations from the regular budget and by the General Agreement on Tariffs and Trade (GATT).

Figure 1

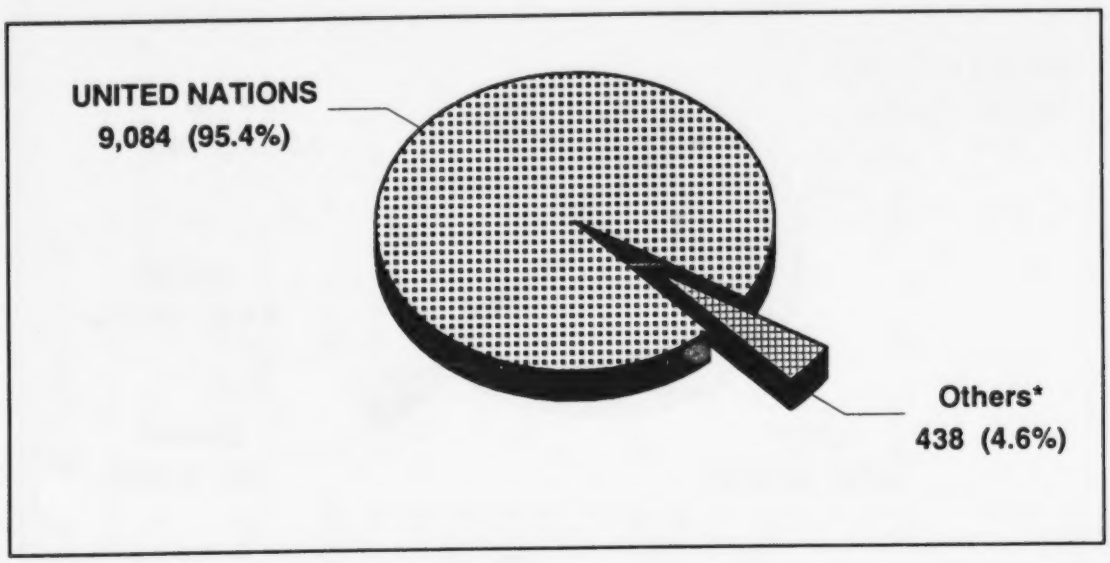
Staff of the United Nations Secretariat
and subsidiary organs
(31,127 staff)



* The others include ICJ 44, ICSC 44, ITC 349, UNITAR 23, UNRWA 153 and UNU 109.

Figure 2

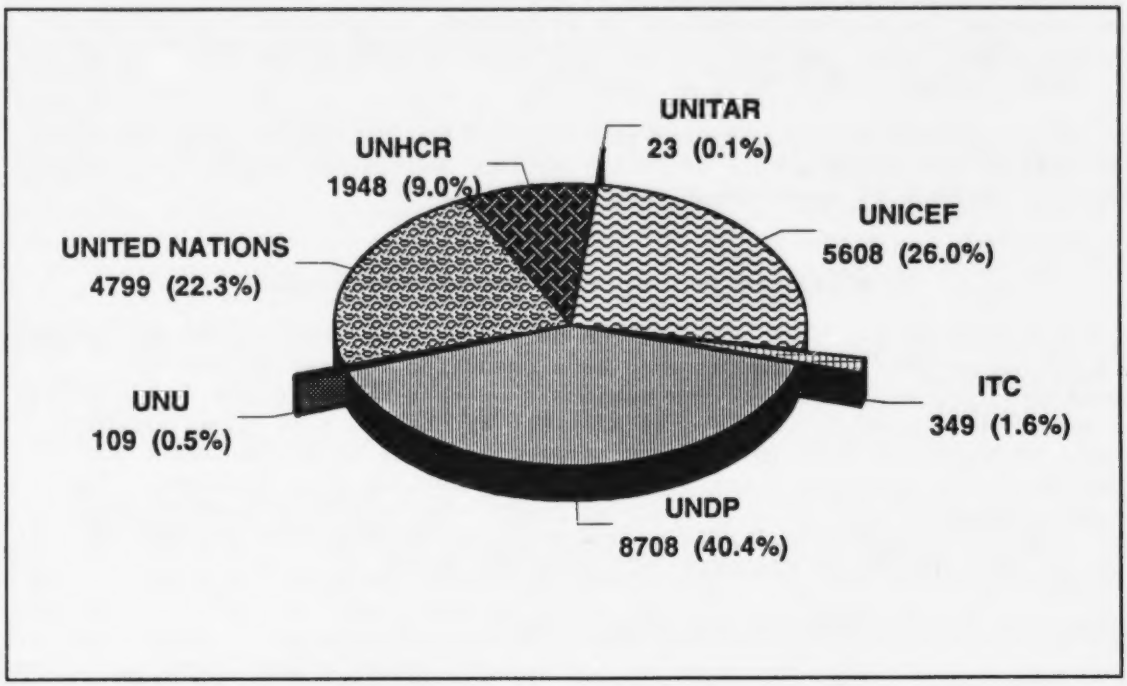
Distribution of staff in posts financed
from the regular budget
(9,522 staff)



* The others include ICJ 44, ICSC 44, UNHCR 258 and UNRWA 92.

Figure 3

Distribution of staff in posts financed
from extrabudgetary sources
(21,605 staff)



Principles governing the recruitment and employment of staff

8. The principles governing the recruitment and employment of staff are derived from Article 101, paragraph 3, of the Charter, which reads:

> "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible."

9. These principles apply to all the staff of the United Nations, including the staff of the secretariats of United Nations subsidiary organs with special status in matters of appointment (see para. 6 above).

B. Posts subject to geographical distribution

10. A particular group of staff of the United Nations Secretariat are covered by a system of desirable ranges used as a guideline for estimating the comparative representation of the nationals of each Member State. This system has been established by the General Assembly on the basis of three factors, namely, membership, contribution and population. The staff concerned are referred to as "staff in posts subject to geographical distribution". The special characteristic of this group of staff, who currently number 2,608, is that they are directly appointed by the Secretary-General for at least one year to posts in the Professional category and above.

Staff excluded from geographical distribution

11. There are a number of staff members who are excluded from geographical distribution. The largest group is composed of staff who do not serve in the United Nations Secretariat but in the secretariats of United Nations subsidiary organs with special status in matters of appointment (see para. 7 above).

12. Within the Secretariat, the largest groups excluded are staff in posts with special language requirements, staff in the Field Service and the General Service and related categories such as Trades and Crafts, Security and Safety and Public Information Assistants. Other groups consist of staff specifically appointed for mission service; staff appointed for service limited to the United Nations Environment Programme (UNEP) or to the United Nations Centre on Human Settlements (UNCHS); staff appointed after inter-agency consultation to posts financed on an inter-agency basis; technical cooperation project personnel; and National Officers serving at United Nations Information Centres.

13. Also excluded are staff with appointments for less than one year; staff on special leave without pay; staff on secondment to other agencies; and staff members who are permanent residents in the country of their duty station. Information on the numbers of these groups of staff can be found in table 1 in annex I.

C. Representation of Member States

14. The representation of Member States is assessed in conformity with the system of desirable ranges. 1/ Member States fall into four categories resulting from the comparison of their ranges with the number of their nationals in posts subject to geographical distribution. These categories are: unrepresented; underrepresented; within range; and overrepresented. 2/

15. As at 30 June 1992, there were 29 unrepresented Member States, as compared with 9 on 30 June 1991. Nineteen newly admitted Member States are unrepresented. They are: Armenia, Azerbaijan, Bosnia and Herzegovina, Croatia, Democratic People's Republic of Korea, Estonia, Kazakhstan, Kyrgyzstan, Latvia, Lithuania, Marshall Islands, Micronesia (Federated States of), Republic of Korea, Republic of Moldova , San Marino, Slovenia, Tajikistan, Turkmenistan, and Uzbekistan. In addition, Namibia, which was within range, is now unrepresented following the separation from service of two of its nationals. Accordingly, the Member States unrepresented as at 30 June 1992 were: Albania, Armenia, Azerbaijan, Bahrain, Bosnia and Herzegovina, Brunei Darussalam, Croatia, Democratic People's Republic of Korea, Estonia, Kazakhstan, Kuwait, Kyrgyzstan, Latvia, Lithuania, Liechtenstein, Maldives, Marshall Islands, Micronesia, Namibia, Republic of Korea, Republic of Moldova, San Marino, Sao Tome and Principe, Slovenia, Solomon Islands, Tajikistan, Turkmenistan, Uzbekistan and Vanuatu.

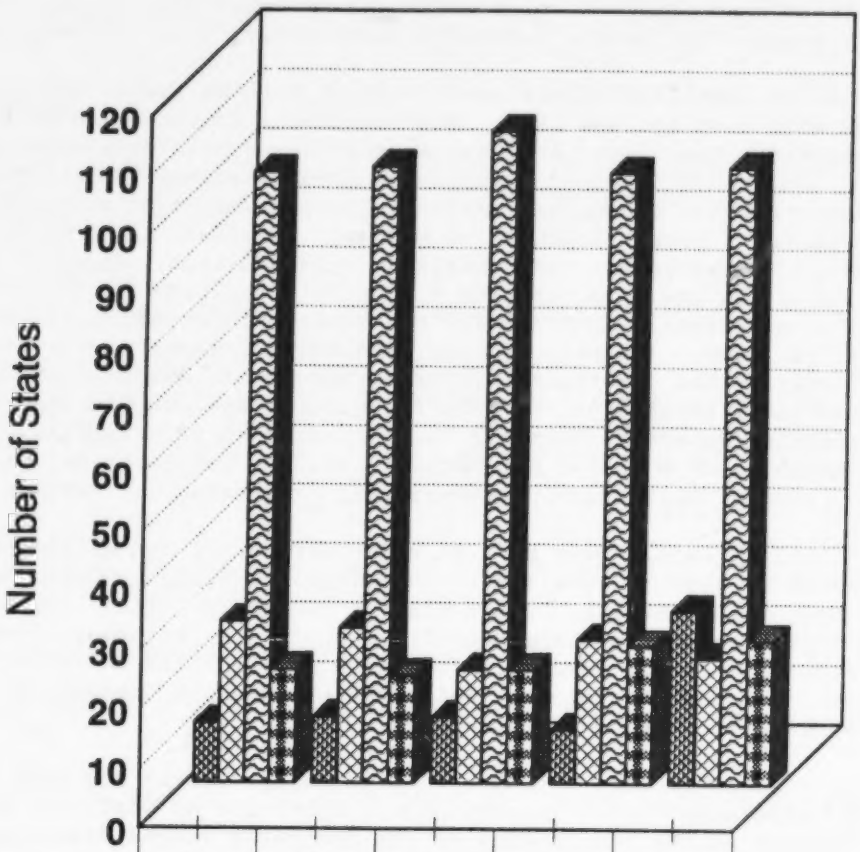
16. On 30 June 1992, there were 21 underrepresented Member States, as compared with 24 on 30 June 1991. They were: Angola, Bahamas, Botswana, Cape Verde, Djibouti, Dominica, Guinea-Bissau, Indonesia, Italy, Japan, Lao People's Democratic Republic, Mongolia, Mozambique, Paraguay, Portugal, Qatar, Saint Kitts and Nevis, Saudi Arabia, Spain, United Arab Emirates and Viet Nam. Germany, Romania and Saint Vincent and the Grenadines, which were underrepresented, are now within range.

17. The changes in the representation of Member States may result not only from the appointments and separations from service of staff but also from such other factors as the adjustments of the desirable ranges resulting from an increase or decrease in the number of posts subject to geographical distribution, changes in the number of Member States, and variations in the assessed contribution of individual Member States or in their population, as well as from changes in the status of some staff members (consequent upon such actions as movements between geographic and non-geographic posts, departures on secondment or special leave without pay, returns from secondment or special leave, and changes of nationality).

18. The evolution in the comparative representation of Member States in geographic posts over the period from 30 June 1988 to 30 June 1992 is illustrated in figure 4.

Figure 4

Representation of Member States



	6/88	6/89	6/90	6/91	6/92
Unrepresented	10	11	11	9	29
Underepresented	27	26	19	24	21
Within Range	103	104	110	103	104
Overrepresented	19	18	19	23	24

D. Groupings of Member States

19. In conformity with the Assembly's request in resolution 45/239 A, the tables contained in annex I to the present report are arranged first by country, in alphabetical order, and then by major geographical region. The composition of each region is shown in annex II A. Table B shows the number of Member States in each geographical region arranged by degree of representation during the period 1988-1992.

20. Information concerning the representation of developing and other countries is given in table C, which shows the situation each year during the five-year period 1988-1992. In accordance with past practice, ad hoc desirable ranges for developing countries and other countries have been established by totalling the desirable ranges of all countries in each group (see annex II for the composition of the groups).

21. The first column of table C indicates the group and the second the year. The third and fourth columns show the combined desirable ranges and mid-point for each group. The fifth column shows the percentage of posts corresponding to the mid-point of each group. The remaining columns show the actual numbers and the percentage of posts encumbered by nationals of countries members of the group at various levels: all staff in the Professional category and above, staff at the D-1 level and above, staff at the D-2 level and above, and staff at the level of Assistant Secretary-General and above. In estimating the representation of each group, due account is taken of the actual percentage of posts encumbered by nationals of countries in the group as compared with the percentage established by reference to the mid-point of the group's ad hoc desirable range.

22. In view of the concerns of the General Assembly relating to the representation of women in senior posts, attention is also drawn to the figures between parentheses, which show the situation of women.

Table B

Number of Member States by region and degree of representation in the Secretariat as at 30 June 1988, 1989, 1990, 1991 and 1992

Region	Year	Member States	Unrepresented	Underrepresented	Within range	Overrepresented
Africa	1988	51	2	6	36	7
	1989	51	3	5	37	6
	1990	52	3	3	39	7
	1991	52	1	6	36	9
	1992	52	2	6	35	9
Asia and the Pacific	1988	27	4	4	14	5
	1989	27	4	7	12	4
	1990	27	4	6	13	4
	1991	27	4	5	12	6
	1992	31	8	5	12	6
Europe (Eastern)	1988	11	1	2	8	0
	1989	11	1	2	8	0
	1990	11	1	2	8	0
	1991	10	1	1	8	0
	1992	24	15	0	9	0
Europe (Western)	1988	18	0	6	11	1
	1989	18	0	4	13	1
	1990	18	0	2	16	0
	1991	19	1	4	14	0
	1992	20	2	3	15	0
Latin America	1988	21	0	4	14	3
	1989	21	0	3	15	3
	1990	21	0	1	17	3
	1991	21	0	1	17	3
	1992	21	0	1	16	4

Table B (continued)

Region	Year	Member States	Unrepresented	Underrepresented	Within range	Overrepresented
Middle East	1988	17	2	3	11	1
	1989	17	2	3	10	2
	1990	16	2	3	9	2
	1991	16	2	3	9	2
	1992	16	2	3	9	2
North America and the Caribbean	1988	14	1	2	9	2
	1989	14	1	2	9	2
	1990	14	1	2	8	3
	1991	14	0	4	7	3
	1992	14	0	3	8	3
Others	1988	2 a/				
	1989	2 a/				
	1990	2 a/				
	1991	2 a/				
	1992	2 a/				
Total	1988	159 (100%)	10 (6.3%)	27 (17.0%)	103 (64.8%)	19 (11.9%)
	1989	159 (100%)	11 (6.9%)	26 (16.4%)	104 (65.4%)	18 (11.3%)
	1990	159 (100%)	11 (6.9%)	19 (11.9%)	110 (69.2%)	19 (11.9%)
	1991	159 (100%)	9 (5.6%)	24 (15.1%)	103 (64.8%)	23 (14.5%)
	1992	178 (100%)	29 (16.3%)	21 (11.8%)	104 (58.4%)	24 (13.5%)

a/ Non-Member States.

Table C

Distribution of staff in posts subject to geographical distribution among developing and other countries, 1988-1992

(showing number of women)

Group	Year	Combined desirable ranges	Group mid-point	Per-cent-age	Number of staff	Percentage	Number at D-1 and above	Per-cent-age	Number at D-2 and above	Per-cent-age	Number at ASG and above	Per-cent-age
Developing countries	1988	941-1 272	1 106.5	40.6	1 090 (247)	43.7 (37.7)	164 (5)	46.7	64 (3)	48.1	22 (1)	48.9
	1989	945-1 279	1 111.9	41.2	1 096 (255)	43.8 (37.9)	172 (4)	48.0	58 (2)	46.0	20 (0)	48.8
	1990	945-1 279	1 112.0	41.2	1 128 (277)	44.4 (38.5)	174 (4)	48.6	53 (2)	43.1	21 (0)	47.7
	1991	945-1 278	1 111.4	41.2	1 160 (298)	45.0 (39.5)	181 (8)	48.8	57 (3)	44.2	21 (0)	47.7
	1992	907-1 227	1 067.0	39.5	1 155 (310)	44.6 (39.1)	172 (11)	48.5	51 (3)	44.7	16 (0)	47.1
Other countries	1988	1 354-1 832	1 593.4	59.4	1 406 (408)	56.3 (62.3)	187 (22)	53.3	69 (4)	51.9	23 (2)	51.1
	1989	1 350-1 826	1 588.0	58.8	1 405 (417)	56.2 (62.1)	186 (20)	52.0	68 (7)	54.0	21 (2)	51.2
	1990	1 350-1 826	1 588.0	58.8	1 414 (443)	55.6 (61.5)	184 (22)	51.4	70 (8)	56.9	23 (2)	52.3
	1991	1 350-1 827	1 588.6	58.8	1 420 (456)	55.0 (60.5)	190 (24)	51.2	72 (9)	55.8	23 (2)	52.3
	1992	1 388-1 878	1 633.3	60.5	1 435 (482)	55.4 (60.9)	183 (26)	51.5	63 (8)	55.3	18 (1)	52.9
Total	1988	2 295-3 105	2 699.9	100	2 496 (655)	100 (100)	351 (27)	100	133 (7)	100	45 (3)	100
	1989	2 295-3 105	2 699.9	100	2 501 (672)	100 (100)	358 (24)	100	126 (9)	100	41 (2)	100
	1990	2 295-3 105	2 700.0	100	2 542 (720)	100 (100)	358 (26)	100	123 (10)	100	44 (2)	100
	1991	2 295-3 105	2 700.0	100	2 580 (754)	100 (100)	371 (32)	100	129 (12)	100	44 (2)	100
	1992	2 295-3 105	2 700.0	100	2 590 (792)	100 (100)	355 (37)	100	114 (11)	100	34 (1)	100

E. Staff at the senior levels: Principal Officer (D-1) and above

Representation of developing and other countries

23. In resolution 45/239 A, the General Assembly requested the Secretary-General to take every available measure to ensure, at the senior and policy-formulating levels of the Secretariat, the equitable representation of Member States, in particular of developing countries and Member States with inadequate representation at those levels, in accordance with the relevant resolutions of the Assembly, and to include relevant information in future reports on the composition of the Secretariat.

24. The action taken by the Secretary-General in this regard during the period 1988-1992 is reflected in table C. The representation of developing countries and other countries at the senior and policy-formulating levels is shown in several columns to the right of that table. More detailed information on the representation of Member States at these and other levels can be found in table 4 in annex I.

Representation in the upper echelons: Assistant Secretary-General and Under-Secretary-General)

25. In resolution 45/239 A, the General Assembly requested the Secretary-General, in order to preserve the principles of equitable geographical distribution and rotation in the upper echelons of the Secretariat - Assistant Secretary-General and Under-Secretary-General - to ensure that equal opportunity is given to candidates of all Member States when making appointments to all posts in the upper echelons.

26. During the period under review, changes have taken place in the upper echelon in the context of an extensive restructuring of the Secretariat (see A/46/882, ST/SGB/248 and ST/SGB/249). Nationals of France, Italy, Poland, the Russian Federation and the United States of America were appointed or reassigned to positions previously encumbered by nationals of Canada, Finland, Poland, Sweden, the Union of Soviet Socialist Republics and the United Kingdom of Great Britain and Northern Ireland. A number of posts were eliminated as a result of the consolidation of several departments and offices. Nationals of Peru and Sweden were appointed to newly created positions.

F. Representation of women

27. At its forty-sixth session, the General Assembly adopted resolution 46/100 of 16 December 1991, on the improvement of the status of women in the Secretariat.

28. At its forty-fifth session, on the recommendation of the Fifth Committee, the General Assembly had adopted resolution 45/239 C of 21 December 1990, on the same subject. In that resolution, the Assembly urged the Secretary-General to continue his efforts to increase the number of women in

posts subject to geographical distribution, particularly in senior policy-level and decision-making posts, in order to achieve an overall participation rate of 30 per cent by the end of 1990 and, to the extent possible to 35 per cent by 1995, taking into account the principle that the paramount consideration shall be the necessity of securing the highest standards of efficiency, competence and integrity with full respect for the principle of equitable geographical distribution.

29. In the same resolution, the Assembly also urged the Secretary-General, all things being equal and to the extent possible, to accord priority to the participation of women at the D-1 level and above with a view to increasing the participation rate of women in posts at the D-1 level and above to 25 per cent of the total within the overall participation rate of women in 35 per cent of posts subject to geographical distribution by 1995.

30. In the same resolution, the Assembly reiterated its request that the Secretary-General make every effort to increase the representation of women from developing countries, in particular at the D-1 level and above.

31. The efforts to meet the requests of the Assembly concerning women continue. As at 30 June 1992, the number of women in geographic posts was 797 or 30.6 per cent. Table 3A in annex I shows the distribution of men and women by region and level.

32. The evolution of the proportion of women in geographic posts between 30 June 1988 - when it was 26.3 per cent - and 30 June 1992 is shown in tables D1 and D2, which also show women staff for each region as percentages of all staff (table D1) and as percentages of women staff only (table D2). The data are also illustrated in figures 5 and 6.

33. The number and percentage of women in geographic posts and in posts with special language requirements on 30 June 1982 and on 30 June 1992 is shown in table E. The percentage of women in geographic posts has risen from 29.2 per cent to 30.6 per cent over this period. The percentage of women in language posts has moved from 33.8 per cent to 34.8 per cent over the same period. Figure 7 shows how the percentage of women in geographic posts has increased between 1982 and 1992.

34. Table 12, which reflects the distribution of men and women within each organizational element of the Secretariat, will be issued at a later date together with the List of Staff.

35. The number, sex, nationality and level of the staff appointed to geographic posts during the reporting period are shown in table 6 of annex I. Information on the appointment of men and women is also contained in table F.

36. Additional information on the representation of women can be found in the report of the Secretary-General to the General Assembly at its forty-seventh session on the improvement of the status of women in the Secretariat.

Table D1

Women in posts subject to geographical distribution as a percentage of all staff from 30 June 1988 to 30 June 1992 (by region of origin)

Year	1988	1989	1990	1991	1992
Region					
Africa	2.02	2.06	2.50	2.78	2.80
Asia and the Pacific	5.23	5.27	5.46	5.65	6.17
Europe (Eastern)	0.56	0.79	0.94	1.00	1.00
Europe (Western)	6.90	7.06	7.65	7.46	7.67
Latin America	2.26	2.62	2.73	2.85	2.95
Middle East	0.83	0.87	0.94	1.04	1.07
North America and the Caribbean	8.17	8.01	7.88	8.23	8.70
Others	0.32	0.24	0.20	0.19	0.19
Total	26.30	26.91	28.30	29.19	30.56
Increase (decrease) (Percentage points)	0.63	0.61	1.39	0.89	1.37

Total staff: 2 608 Total women staff: 797

Table D2

Women in posts subject to geographical distribution from 30 June 1988 to 30 June 1992 as a percentage of women staff only (by region of origin)

Year	1988	1989	1990	1991	1992
Region					
Africa	7.69	7.66	8.83	9.49	9.16
Asia and the Pacific	19.91	19.59	19.31	19.37	20.20
Europe (Eastern)	2.11	2.94	3.31	3.42	3.26
Europe (Western)	26.24	26.22	27.03	25.56	25.09
Latin America	8.60	9.72	9.66	9.75	9.66
Middle East	3.17	3.24	3.31	3.56	3.51
North America and the Caribbean	31.07	29.75	27.86	28.19	28.48
Others	1.21	0.88	0.69	0.66	0.63
Total	100	100	100	100	100
Total women staff:	663	679	725	759	797

Figure 5

Women as percentage of all staff by region and year
(June 1988-June 1992)

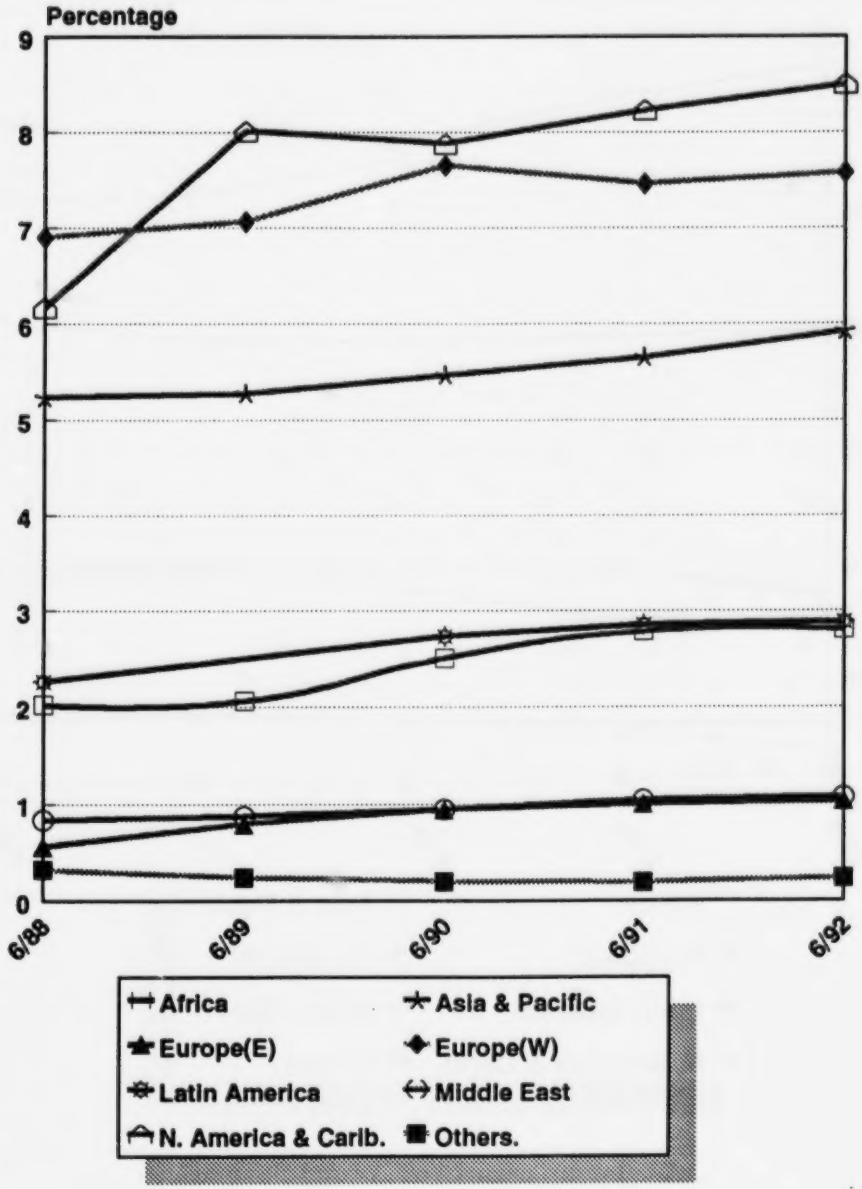


Figure 6

Women as percentage of all women staff by region and year
(June 1988-June 1992)

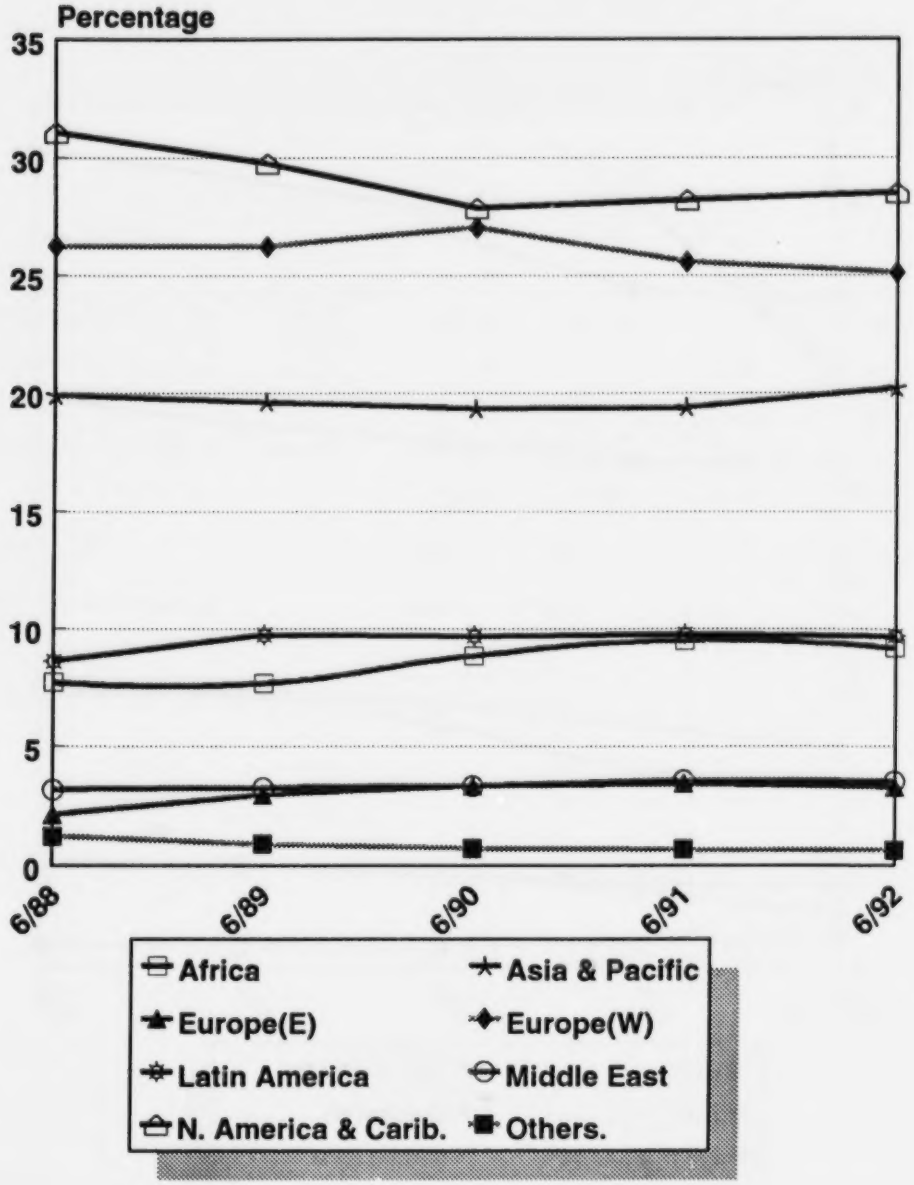


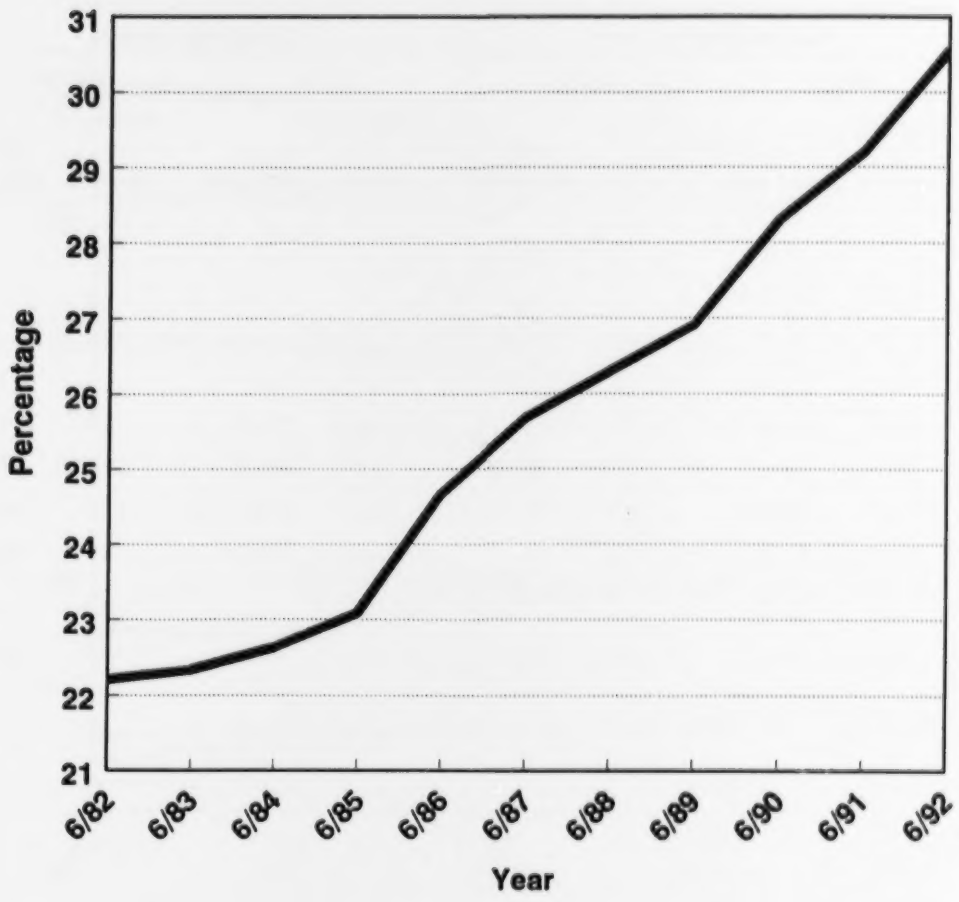
Table E

Number and percentage of women at each level in 1982 and 1992 in posts subject to geographical distribution and in posts with special language requirements

Level	Geographic posts				Language posts			
	1982		1992		1982		1992	
	Number of women	Percentage	Number of women	Percentage	Number of women	Percentage	Number of women	Percentage
USG	1	3.6	0	0.0	-	-	-	-
ASG	3	13.0	1	6.7	-	-	-	-
D-2	4	4.6	10	12.5	-	-	-	-
D-1	14	5.6	26	10.7	-	-	-	-
P-5	44	7.8	94	19.5	38	31.7	36	27.1
P-4	127	16.1	212	30.9	105	35.0	130	37.4
P-3	241	31.2	252	38.9	127	35.1	117	34.3
P-2	197	47.5	194	46.1	44	28.2	23	39.7
P-1	35	53.8	8	53.3	-	-	-	-
Total	666	22.2	797	30.6	314	33.5	306	34.8

Figure 7

Representation of women in posts subject to geographical distribution, 1982-1992



/...

Table F

Number of appointments to post subject to geographical distribution between 1 July 1991 and 30 June 1992 by sex, indicating the percentage of total appointments and the number of nationalities appointed at each level

	Women			Men		
	Number of women appointed	Percentage of total appointments	Number of nationalities represented	Number of men appointed	Percentage of total appointments	Number of nationalities represented
USG	0	0	0	3	100	3
ASG	0	0	0	1	100	1
D-2	0	0	0	1	100	1
D-1	1	33.3	1	2	66.7	2
P-5	5	45.5	4	6	50	5
P-4	9	33.3	6	18	66.7	13
P-3	11	40.7	5	16	59.3	13
P-2	24	44.4	13	30	55.6	19
P-1	0	0	0	1	100	1
Total	50	39.1	25	78	60.9	38 a/

a/ It should be noted that this figure is not the sum of the figures for each level, since appointments of staff of some nationalities have been made at more than one level.

G. Distribution of staff in posts financed from extrabudgetary funds

37. In resolution 45/239 A the General Assembly requested the Secretary-General to include in the report on the composition of the Secretariat to be submitted to the Assembly at its forty-seventh session statistical tables indicating the nationality of staff serving in posts financed from extrabudgetary resources in the Secretariat. This is understood not to include United Nations subsidiary organs that have delegated authority in matters of appointment of the staff as outlined in paragraph 6 above.

38. Pursuant to the request of the Assembly, table G shows the nationality of staff serving in extrabudgetary posts as at 30 June 1992. It is important to note that the source of financing of a post (regular budget or extrabudgetary funds) does not of itself determine whether a post is subject to geographical distribution. Whereas many regular-budget posts are excluded from geography (such as language and others), extrabudgetary posts are subject to geographical distribution unless expressly excluded for the reasons given in paragraphs 10 to 13 above.

39. The report of the Secretary-General on the extrabudgetary resources of the United Nations (A/46/545) contains information on this subject. Of special interest in the context of the present report is section VII, "Improved transparency in the presentation of extrabudgetary resources", which describes the work being carried out in connection with the introduction of the Integrated Management Information System.

Table G

Distribution of staff in posts financed from extrabudgetary funds

Nationality	Professionals and above	Experts	Total
Afghanistan	2	2	4
Algeria	3	6	9
Antigua and Barbuda	1	0	1
Argentina	12	21	33
Australia	7	9	16
Austria	10	8	18
Bangladesh	4	9	13
Barbados	0	1	1
Belarus	1	0	1
Belgium	9	26	35
Belize	1	0	1
Benin	0	1	1
Bolivia	0	7	7
Brazil	7	7	14
Bulgaria	2	0	2
Burkina Faso	1	6	7
Burundi	2	1	3
Cambodia	1	0	1
Cameroon	1	11	12
Canada	11	40	51
Chad	1	0	1
Chile	2	37	39
China	15	2	17
Colombia	8	5	13
Congo	1	4	5
Costa Rica	0	5	5
Côte d'Ivoire	1	1	2
Cuba	1	2	3

Table G (continued)

Nationality	Professionals and above	Experts	Total
Cyprus	0	1	1
Czechoslovakia	2	3	5
Denmark	5	13	18
Djibouti	1	1	2
Dominican Republic	1	1	2
Ecuador	1	1	2
Egypt	7	11	18
El Salvador	0	1	1
Equatorial Guinea	1	0	1
Ethiopia	13	22	35
Fiji	2	1	3
Finland	7	13	20
France	36	63	99
Gambia	1	1	2
Germany	22	23	45
Ghana	5	13	18
Greece	5	0	5
Guatemala	0	1	1
Guinea	1	1	2
Guyana	6	2	8
Haiti	1	0	1
Honduras	1	2	3
Hungary	1	1	2
Iceland	4	0	4
India	13	34	47
Indonesia	3	1	4
Iran (Islamic Republic of)	4	2	6
Iraq	2	5	7
Ireland	7	1	8
Israel	3	1	4

Table G (continued)

Nationality	Professionals and above	Experts	Total
Italy	15	18	33
Jamaica	7	2	9
Japan	17	11	28
Jordan	1	5	6
Kenya	15	8	23
Lao People's Democratic Republic	1	0	1
Lebanon	2	2	4
Lesotho	1	0	1
Liberia	1	1	2
Libyan Arab Jamahiriya	2	0	2
Luxembourg	0	2	2
Madagascar	1	2	3
Malawi	1	0	1
Malaysia	4	2	6
Mali	1	7	8
Malta	2	0	2
Mauritania	1	3	4
Mauritius	2	1	3
Mexico	10	6	16
Morocco	2	0	2
Myanmar	1	5	6
Nepal	3	1	4
Netherlands	12	43	55
New Zealand	8	7	15
Nicaragua	0	2	2
Nigeria	9	7	16
Norway	5	7	12
Pakistan	3	10	13
Palestine	1	0	1
Panama	2	0	2

Table G (continued)

Nationality	Professionals and above	Experts	Total
Paraguay	0	1	1
Peru	5	8	13
Philippines	20	11	31
Poland	5	3	8
Portugal	0	10	10
Republic of Korea	2	1	3
Romania	0	2	2
Russian Federation	29	6	35
Rwanda	1	0	1
Sao Tome and Principe	1	0	1
Samoa	1	0	1
Senegal	4	15	19
Sierra Leone	2	5	7
Singapore	3	1	4
Somalia	2	1	3
Spain	8	2	10
Sri Lanka	5	11	16
Saint Kitts and Nevis	1	0	1
Stateless	1	3	4
Sudan	2	3	5
Suriname	1	0	1
Swaziland	0	1	1
Sweden	12	13	25
Switzerland	7	6	13
Syrian Arab Republic	3	2	5
Thailand	3	7	10
Togo	0	4	4
Trinidad and Tobago	4	4	8
Tunisia	2	10	12
Turkey	4	5	9

Table G (continued)

Nationality	Professionals and above	Experts	Total
United Arab Emirates	0	1	1
United Republic of Tanzania	5	4	9
United States of America	78	46	124
Uganda	6	8	14
Ukraine	1	0	1
United Kingdom of Great Britain and Northern Ireland	34	55	89
Uruguay	2	9	11
Vanuatu	0	1	1
Venezuela	3	2	5
Viet Nam	2	2	4
Yemen	1	0	1
Yugoslavia	3	7	10
Zaire	1	6	7
Zambia	2	4	6
Zimbabwe	3	2	5
Total	658	864	1 522

H. Recruitment activities

Appointments to posts subject to geographical distribution during the period 1 July 1991 to 30 June 1992

40. In resolution 45/239 A, the General Assembly urged the Secretary-General, whenever making appointments at all levels to posts subject to geographical distribution, to make every effort to recruit nationals of unrepresented and underrepresented Member States, bearing in mind also the need to increase the number of staff recruited from Member States below the mid-point of their desirable ranges.

41. In February 1992, the Secretary-General announced his decision to suspend external recruitment for posts in the Professional category until further notice (see ST/SGB/247). He also stated that all exceptions to this suspension would have to be authorized by the Assistant Secretary-General for Human Resources Management and would be limited to an absolute minimum.

42. During the reporting period (1 July 1991 to 30 June 1992) 128 appointments were made to posts subject to geographical distribution. 3/ Of those 128 appointments, 29 or 22.7 per cent were of nationals of underrepresented Member States; 86 or 67.2 per cent were of nationals of within-range Member States; 13 or 10.2 per cent were of nationals of overrepresented Member States. 4/ Further details concerning the number and levels of these appointments can be found in paragraphs 43 to 48 below and in table 6 in annex I.

National competitive examinations

43. Appointments to posts subject to geographical distribution during the reporting period included those of 36 candidates who were successful in national competitive examinations for posts at the P-1 and P-2 levels. They were selected through examinations held in Australia, Brazil, Burundi, the Central African Republic, Czechoslovakia, Germany, Hungary, Iceland, Japan, New Zealand, the Netherlands, Nicaragua and Romania.

44. These appointments account for 28.1 per cent of all appointments to posts subject to geographical distribution during the reporting period. They included 18 women, representing 50 per cent of these appointments.

45. Nineteen candidates (4 women and 15 men) were recruited at the P-1 and P-2 levels outside the context of national competitive examinations.

46. Competitive examinations for posts at the P-1 and P-2 levels were also held in Albania, Bahrain, Costa Rica, Dominica, Grenada, Honduras, Italy and Saint Vincent and the Grenadines. A number of successful candidates in these examinations are currently under recruitment.

47. National competitive examinations for posts at the P-1 and P-2 levels are currently under way for nationals of Germany, Japan, Liechtenstein, Mongolia,

Namibia, Oman, the Republic of Korea, the Russian Federation, Saudi Arabia, Spain and the United States of America.

48. Competitive examinations for posts at the P-3 level were held in Czechoslovakia, Hungary, Italy and Japan. A number of candidates successful in these examinations are currently under recruitment. National competitive examinations for posts at the P-3 level are under way in Finland, Germany, Japan, the Russian Federation and the United States of America. A report on competitive examination at the P-3 level appears in document A/C.5/47/5.

Recruitment of women

49. Between 1 July 1991 and 30 June 1992, 50 women were appointed to posts subject to geographical distribution, representing 39.1 per cent of the 128 appointments made during the reporting period, as compared with 57 or 33.5 per cent of the 170 appointments made during the previous reporting period. Women from developing countries accounted for 12 appointments, that is to say, 24 per cent of the 50 appointments of women made during the reporting period.

Notes

1/ The desirable ranges for the representation of Member States are shown in table 4 in annex I.

2/ Member States are unrepresented when none of their nationals is in a post subject to geographical distribution; underrepresented when the number of their nationals in these posts is below the lower limit of their ranges; within range when the number of their nationals in these posts is within the limits of their ranges; and overrepresented when the number of their nationals in these posts exceeds the upper limit of their ranges.

3/ In the compilation of statistics for the present report, an appointment to a post subject to geographical distribution is understood as the granting to a staff member of an appointment for one year or more, either through initial or other recruitment involving service for at least this period; or through the completion of at least one year of service in such a post.

4/ The figures cited in this paragraph are computed on the basis of the degree of representation of each Member State at the end of the previous reporting year, on 30 June 1991, as communicated to the General Assembly in the latest report of the Secretary-General on the composition of the Secretariat (A/46/370). Although the fluctuations in the representation of Member States during the reporting year are not directly taken into account in this computation, they are estimated monthly and used in monitoring geographical distribution and in planning recruitment.

ANNEX I

Statistical tables

Table 1. Total Professional and higher level staff of the Secretariat holding permanent, probationary or fixed-term appointments for one year or more by appointment status and region

Table 2. Staff in posts subject to geographical distribution by office and region

Table 3. Staff by region, level and gender

A. Staff in posts subject to geographical distribution

B. Staff in posts with special language requirements

C. Total staff in posts subject to geographical distribution and posts with special language requirements

Table 4. Staff in posts subject to geographical distribution by nationality and level (showing number of women staff)

Table 4A. Staff in posts subject to geographical distribution by region and level (showing number of women staff)

Table 5. Staff in posts subject to geographical distribution by nationality and type of appointment

Table 5A. Staff in posts subject to geographical distribution by region and type of appointment

Table 6. Appointments to posts subject to geographical distribution by nationality and level (showing number of women staff)

Table 6A. Appointments to posts subject to geographical distribution by region and level (showing numbers of women staff)

Table 7. Staff changes in posts subject to geographical distribution by nationality and type of appointment (showing number of women staff)

Table 7A. Staff changes in posts subject to geographical distribution by region and type of appointment (showing number of women staff)

Table 8. Staff in posts with special language requirements by nationality and level (showing number of women staff)

Table 8A. Staff in posts with special language requirements by region and level (showing number of women staff)

Table 9. Professional and higher level staff specifically appointed for mission service by nationality and level (showing number of women staff)

Table 9A. Professional and higher level staff specifically appointed for mission service by region and level (showing number of women staff)

Table 10. Weighted and unweighted distribution of posts subject to geographical distribution and actual staff position in points

Table 11. Women staff of the United Nations and related agencies in Professional and higher level posts

A. REGIONAL TABLES

TABLE 1

TOTAL PROFESSIONAL AND HIGHER LEVEL STAFF OF THE SECRETARIAT

HOLDING PERMANENT, PROBATIONARY OR FIXED-TERM APPOINTMENTS FOR ONE YEAR OR MORE

BY APPOINTMENT STATUS AND REGION

(AS AT 30 JUNE 1992)

APPOINTMENT STATUS / REGION	AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
GEOGRAPHY a/	435	429	280	596	223	131	516	18	2 608
LANGUAGE b/	124	134	149	233	78	40	109	13	880
MISSION c/	4	7	5	13	3	3	7	-	42
UNEP d/	53	38	18	68	22	7	24	3	232
INTERAGENCY e/	1	1	1	2	-	-	3	-	8
P.RESIDENT f/	-	-	-	-	1	-	-	-	1
PROJECTS g/	8	-	-	5	-	3	3	-	17
ON LEAVE h/	4	5	1	11	3	2	4	1	31
SECONDED i/	5	2	-	19	4	1	10	-	41
TOTAL	632	616	432	948	334	187	676	35	3 860

a/ Staff in posts subject to geographical distribution.
b/ Staff in posts with special language requirements.
c/ Staff specifically appointed for mission service.
d/ Staff specifically appointed for service with the United Nations Environment Programme, the United Nations Centre for Human Settlements or the United Nations Conference on Environment and Development.
e/ Staff specifically appointed after interagency consultation to posts financed on an interagency basis.
f/ Staff having permanent resident status in the United States of America.
g/ Staff detailed or assigned to a technical assistance project.
h/ Staff on special leave without pay.
i/ Staff on secondment to the United Nations Development Programme or other United Nations bodies.

TABLE 2

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY OFFICE AND REGION

(AS AT 30 JUNE 1992)

OFFICE / REGION	AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
HEADQUARTERS a/	186	254	148	288	109	48	352	1	1 386
ECE	2	4	31	48	1	2	10	1	97
ESCAP	2	84	8	21	-	3	18	-	136
ECLAC	-	6	3	25	74	3	26	-	137
ECA	150	7	5	9	2	1	7	1	182
ESCWA	10	3	1	2	2	38	7	4	67
UNCTAD b/	35	23	21	82	17	17	23	8	206
UNEP/UNCHS b/	13	11	4	19	4	7	13	1	72
UNOG c/	24	25	25	83	9	11	42	2	221
UNOV	13	12	14	41	5	1	18	-	104
TOTAL	435	429	280	596	223	131	516	18	2 808

a/ Including information centres.
b/ Including liaison offices at other duty stations.
c/ Including the Office of the United Nations Disaster Relief Co-ordinator, the Centre for Human Rights and the Conference of the Committee on Disarmament in Geneva.

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TABLE 3

STAFF BY REGION, LEVEL AND GENDER

(AS AT 30 JUNE 1992)

A. STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

REGION	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
AFRICA		3		3	1	13	2	51	8	79	21	104	23	74	18	33		2	73 18.8	382 83.2	436
ASIA AND THE PACIFIC		4		2	2	9	4	43	12	42	31	68	60	60	49	39	3	1	161 37.5	268 62.5	429
EUROPE (EASTERN)		2			1	13		17	1	24	9	67	9	80	6	31			26 10.0	234 90.0	260
EUROPE (WESTERN)		6	1	3	2	15	9	43	25	93	45	90	55	77	60	69	3		200 33.6	396 66.4	596
LATIN AMERICA		1		3		7	2	11	13	40	20	31	24	26	17	26	1	1	77 34.5	146 65.5	223
MIDDLE EAST		1		1		2	3	14	5	28	8	31	5	17	7	9			28 21.4	103 78.6	131
N. AMERICA & CARIBBEAN		2		2	4	11	6	36	29	76	75	81	76	58	36	20	1	3	227 44.0	289 56.0	516
OTHERS								1	1	6	3	3		3	1				5 27.8	13 72.2	18
SUBTOTAL a/	0.0	19 100	1 6.7	14 93.3	10 12.5	70 87.5	28 10.7	216 89.3	94 19.5	388 80.5	212 30.9	475 69.1	252 38.9	395 61.1	194 46.1	227 53.9	8 53.3	7 46.7	797 30.6	1811 69.4	2 608
TOTAL		19		15		80		242		482		687		647		421		15	2 608		

B. STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

REGION	P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	
AFRICA	2	14	11	42	11	43	1				25 20.2	99 79.8	124
ASIA AND THE PACIFIC	2	18	10	32	17	49	3	3			32 23.9	102 76.1	134
EUROPE (EASTERN)		14	1	40	4	75	1	14			6 4.0	143 96.0	149
EUROPE (WESTERN)	21	28	59	54	34	24	7	6			121 51.9	112 48.1	233
LATIN AMERICA	6	9	22	14	15	8		4			43 55.1	35 44.9	78
MIDDLE EAST	1	6	3	10	7	11		2			11 27.5	29 72.5	40
N. AMERICA & CARIBBEAN	4	6	20	23	27	12	11	6			62 56.9	47 43.1	109
OTHERS		2	4	3	2	2					6 46.2	7 53.8	13
SUBTOTAL a/	36 27.1	97 72.9	130 37.4	218 62.6	117 34.3	224 65.7	23 39.7	35 60.3	0 0.0	0 0.0	306 34.8	574 65.2	880
TOTAL	133		348		341		58		0		880		

C. TOTAL STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
GRAND TOTAL a/	0.0	19 100.0	1 6.7	14 93.3	10 12.5	70 87.5	26 10.7	216 89.3	130 21.1	486 78.9	342 33.0	693 67.0	389 37.3	819 62.7	217 45.3	262 54.7	8 53.3	7 46.7	1 103 31.6	2 386 68.4	3 488
	19		15		80		242		615		1 035		988		479		15		3 488		

a/ Percentages are given beneath each row and column total.

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B. NATIONALITY TABLES

TABLE 4

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY NATIONALITY AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1992)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/91	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/92	MID-POINT	DESIRABLE RANGE
MEMBER STATES													
Afghanistan	9	-	-	-	-	3	4	2	-	-	9	8.83	3-14
Albania	0	-	-	-	-	-	-	-	-	-	0	8.30	2-14
Algeria	18 (2)	-	-	2 (1)	4	7	5 (1)	-	-	-	18 (2)	9.09	5-14
Angola	1	-	-	-	-	-	1	-	-	-	1	8.47	2-14
Antigua and Barbuda	3 (3)	-	-	-	-	-	1 (1)	1 (1)	1 (1)	-	3 (3)	8.22	2-14
Argentina	28 (10)	-	-	1	8	7 (2)	8 (3)	4 (3)	3 (2)	-	27 (10)	15.37	11-19
Armenia	0	-	-	-	-	-	-	-	-	-	0	8.30	2-14
Australia	31 (13)	-	-	-	8 (1)	6 (3)	8 (3)	4 (3)	8 (5)	-	34 (15)	28.93	25-33
Austria	20 (8)	1	-	1	1 (1)	6 (1)	3 (1)	5 (2)	3 (3)	-	20 (8)	17.41	13-21
Azerbaijan	0	-	-	-	-	-	-	-	-	-	0	8.40	2-14
Bahamas	1 (1)	-	-	-	-	-	1 (1)	-	-	-	1 (1)	8.37	2-14
Bahrain	0	-	-	-	-	-	-	-	-	-	0	8.53	2-14
Bangladesh	16	-	-	-	2	7	4	1	1	-	15	9.20	5-14
Barbados	6 (4)	-	-	-	-	2 (1)	2 (1)	2 (2)	-	-	6 (4)	8.22	2-14
Belarus	13	-	-	-	-	1	4	5	3	-	13	10.94	7-15
Belgium	21 (5)	-	-	1	1	7 (1)	9 (3)	3 (1)	2 (1)	-	23 (6)	22.06	18-26
Belize	2 (2)	-	-	-	-	-	1 (1)	1 (1)	-	-	2 (2)	8.22	2-14
Benin	7 (1)	-	-	-	1	1	2	1	1 (1)	-	6 (1)	8.34	2-14
Bhutan	4	-	-	-	-	-	-	1	3	-	4	8.25	2-14
Bolivia	6	-	-	-	-	3	1	2	-	-	6	8.41	2-14
Bosnia Herzegovina	0	-	-	-	-	-	-	-	-	-	0	8.32	2-14
Botswana	1 (1)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	8.25	2-14
Brazil	27 (10)	-	-	1	-	7 (3)	7 (3)	9 (2)	9 (3)	1 (1)	34 (12)	33.57	29-39
Brunei Darussalam	0	-	-	-	-	-	-	-	-	-	0	8.52	2-14
Bulgaria	9	-	-	-	2	1	1	4	-	-	8	8.23	4-14
Burkina Faso	7 (1)	-	-	-	1	2	2	1 (1)	1	-	7 (1)	8.45	2-14
Burundi	10 (2)	-	-	-	1	1	2	3 (1)	4 (1)	-	11 (2)	8.36	2-14
Cambodia	3	-	-	-	1	-	2	-	-	-	3	8.43	2-14
Cameroon	14 (3)	-	-	-	-	2	5	5 (1)	2 (2)	-	14 (3)	8.52	2-14
Canada	53 (14)	1	2	1	5 (1)	13 (1)	19 (2)	7 (5)	7 (5)	1 (1)	56 (15)	52.94	45-61

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COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/91	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/92	MID-POINT	DESIRABLE RANGE
MEMBER STATES (CONTINUED)													
Cape Verde	1	-	-	-	-	-	1	-	-	-	1	6.23	2-14
Central African Rep	4	-	-	-	-	-	1	-	4	-	5	6.29	2-14
Chad	3	-	-	-	-	1	1	1	-	-	3	6.36	2-14
Chile	28 (9)	-	-	4	3	4 (3)	4 (2)	3 (3)	8 (1)	-	26 (9)	7.60	4-14
China	42 (14)	1	-	2	7 (1)	8 (2)	12 (7)	12 (5)	-	-	42 (15)	48.95	40-54
Colombia	9 (1)	-	-	1	-	4	3	2 (1)	-	-	10 (1)	6.85	5-14
Comoros	2	-	-	-	-	-	-	2	-	-	2	6.23	2-14
Congo	7	-	-	-	-	1	4	1	-	-	6	6.27	2-14
Costa Rica	3	-	-	-	-	1	2	-	-	-	3	6.29	2-14
Cote d'Ivoire	11 (1)	-	-	-	-	-	3	7 (2)	2	-	12 (2)	6.67	3-14
Croatia	0	-	-	-	-	-	-	-	-	-	0	6.33	2-14
Cuba	11 (4)	-	-	-	-	-	4 (2)	1	6 (2)	-	11 (4)	7.88	4-14
Cyprus	5	-	-	-	3	2	-	-	-	-	5	6.38	2-14
Czechoslovakia	14 (2)	-	-	-	-	1	6 (2)	3	4	-	14 (2)	14.84	11-19
Denmark	19 (5)	-	-	-	1	5 (1)	2 (1)	4 (1)	5 (2)	-	17 (5)	15.85	12-20
Djibouti	1	-	-	-	-	-	-	-	-	1	1	6.23	2-14
Dominica	1	-	-	-	-	1	-	-	-	-	1	6.22	2-14
Dominican Republic	6 (2)	-	-	-	-	-	4 (2)	-	1	1	6 (2)	6.55	2-14
Ecuador	4 (1)	-	-	-	-	2 (1)	-	1	1	-	4 (1)	6.78	3-14
Egypt	10 (1)	1	1	-	3 (1)	4 (1)	1	2	1	-	13 (2)	8.48	4-14
El Salvador	5	-	-	-	-	2	1	1	-	-	4	6.35	2-14
Equatorial Guinea	3	-	-	-	-	-	-	-	3	-	3	6.22	2-14
Estonia	0	-	-	-	-	-	-	-	-	-	0	7.00	3-14
Ethiopia	29 (7)	-	-	-	2	4 (1)	6	8 (3)	10 (3)	-	30 (7)	7.55	3-14
Fiji	7 (1)	-	-	-	2	2	1	1 (1)	-	-	6 (1)	6.23	2-14
Finland	12 (4)	-	-	-	-	3 (1)	2	6 (2)	-	-	11 (3)	14.66	11-19
France	109 (46)	1a/	2 (1)	4	10 (5)	23 (6)	22 (12)	33 (17)	15 (5)	1 (1)	111 (47)	98.63	82-111
Gabon	3	-	-	-	-	-	-	-	2	-	2	6.38	2-14
Gambia	7 (1)	-	-	-	2	1	3 (1)	-	-	-	6 (1)	6.24	2-14
Germany	123 (37)	1	-	2 (1)	11 (1)	22 (7)	29 (8)	38 (11)	21 (9)	-	125 (37)	140.73	120-162
Ghana	15 (1)	1	1	4	3	2	3 (1)	1	-	-	15 (1)	6.60	3-14

TABLE 4 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/91	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/92	MID-POINT	DESIRABLE RANGE
MEMBER STATES (CONTINUED)													
Greece	13 (5)	-	1	-	2	-	4 (2)	1 (1)	5 (2)	-	13 (5)	11.53	7-16
Grenada	3	-	-	-	1	-	-	1	-	1	3	6.22	2-14
Guatemala	7 (2)	1	-	-	-	2	1 (1)	2	1	-	7 (1)	6.60	3-14
Guinea	6 (1)	-	-	1	-	1	1	3 (1)	-	-	6 (1)	6.36	2-14
Guinea-Bissau	1	-	-	-	-	-	-	-	1	-	1	6.24	2-14
Guyana	16 (7)	-	-	1	3	3 (2)	6 (4)	3 (1)	-	-	16 (7)	6.24	2-14
Haiti	6 (4)	-	1	-	2 (1)	-	1 (1)	1 (1)	1 (1)	-	6 (4)	6.38	2-14
Honduras	2	-	-	-	-	-	-	2	-	-	2	6.36	2-14
Hungary	9 (4)	-	-	-	-	-	3 (1)	-	6 (2)	-	9 (3)	9.01	5-14
Iceland	5 (0)	-	-	-	1	2	2	-	4 (1)	-	9 (1)	6.52	2-14
India	41 (8)	1	1	2	1	3 (1)	8 (1)	16 (6)	8	2 (1)	42 (9)	32.80	28-38
Indonesia	8 (3)	-	-	-	3	1	-	-	3 (2)	1 (1)	8 (3)	13.08	9-17
Iran, Islamic Rep	18 (6)	-	1	-	4 (1)	3 (1)	5 (1)	7 (3)	-	-	20 (6)	18.91	15-23
Iraq	17 (2)	-	-	1	1 (1)	9 (1)	2	1	-	-	14 (2)	8.49	4-14
Ireland	14 (4)	-	-	1	1	5	-	3 (3)	3 (1)	-	13 (4)	8.83	5-14
Israel	15 (4)	-	-	-	1	-	2 (1)	3	9 (3)	-	15 (4)	9.60	8-14
Italy	52 (13)	1	1	1	5	7 (4)	15 (4)	11 (4)	14 (5)	-	56 (17)	71.28	61-82
Jamaica	18 (5)	-	-	2 (1)	2	2	-	8 (3)	4 (2)	-	18 (6)	6.28	2-14
Japan	88 (36)	1	1	3 (2)	5 (1)	8 (2)	17 (3)	30 (15)	28 (19)	-	89 (42)	194.14	185-223
Jordan	14 (1)	1	-	-	1	1	5	4	2 (1)	-	14 (1)	6.32	2-14
Kazakhstan	0	-	-	-	-	-	-	-	-	-	0	6.66	3-14
Kenya	15 (3)	-	-	-	4	4	5 (1)	-	1 (1)	-	14 (2)	6.84	3-14
Korea, Dem Peo Rep	0	-	-	-	-	-	-	-	-	-	0	7.37	3-14
Korea, Republic of	0	-	-	-	-	-	-	-	-	-	0	17.42	13-21
Kuwait	0	-	-	-	-	-	-	-	-	-	0	9.83	6-14
Kyrgyzstan	0	-	-	-	-	-	-	-	-	-	0	6.33	2-14
Lao People's Dem Rep	1	-	-	-	-	-	1	-	-	-	1	6.32	2-14
Latvia	0	-	-	-	-	-	-	-	-	-	0	7.77	4-14
Lebanon	20 (4)	-	-	1	2	5	6 (1)	3 (2)	3 (2)	-	20 (5)	6.29	2-14

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/91	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/92	MID-POINT	DESIRABLE RANGE
MEMBER STATES (CONTINUED)													
Lesotho	7 (5)	-	-	-	-	-	3 (2)	3 (2)	1 (1)	-	7 (5)	6.26	2-14
Liberia	9 (4)	-	-	-	-	2	3 (2)	2 (1)	1	-	8 (3)	6.28	2-14
Libyan Arab Jam	7 (1)	-	-	-	2	2 (1)	2	1	-	-	7 (1)	9.75	6-14
Liechtenstein	0	-	-	-	-	-	-	-	-	-	0	6.22	2-14
Lithuania	0	-	-	-	-	-	-	-	-	-	0	6.09	4-14
Luxembourg	4 (1)	-	-	-	-	-	1	-	3 (1)	-	4 (1)	6.97	3-14
Madagascar	9 (1)	-	-	-	1	1	5	1 (1)	1	-	9 (1)	6.50	2-14
Malawi	9 (1)	-	-	-	1	3 (1)	2	3	-	-	9 (1)	6.43	2-14
Malaysia	15 (3)	-	-	1	2	5	2	5 (3)	-	-	15 (3)	6.31	4-14
Maldives	0	-	-	-	-	-	-	-	-	-	0	6.22	2-14
Mali	10	-	-	-	1	-	5	4	-	-	10	6.43	2-14
Malta	6 (1)	-	-	-	3	1	1	-	1 (1)	-	6 (1)	6.22	2-14
Marshall Islands	0	-	-	-	-	-	-	-	-	-	0	6.22	2-14
Mauritania	5	-	-	1	-	1	-	2	1	-	5	6.27	2-14
Mauritius	12	-	-	1	2	5	3	1	-	-	12	6.24	2-14
Mexico	27 (12)	-	-	-	1 (1)	5	7 (3)	8 (5)	7 (4)	-	28 (13)	21.38	17-25
Micronesia	0	-	-	-	-	-	-	-	-	-	0	6.22	2-14
Moldova	0	-	-	-	-	-	-	-	-	-	0	6.33	2-14
Mongolia	1 (1)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	6.27	2-14
Morocco	11 (3)	-	-	1	2	3	2 (1)	3 (2)	-	-	11 (3)	7.18	3-14
Mozambique	1	-	-	-	-	-	1	-	-	-	1	6.62	3-14
Myanmar	7	-	-	-	-	-	4	2	-	-	6	7.29	3-14
Namibia	2 (1)	-	-	-	-	-	-	-	-	-	0 0	6.26	2-14
Nepal	13	-	-	1	3	3	3	2	-	-	12	6.70	3-14
Netherlands	36 (4)	-	-	1	1	9	6 (1)	3	12 (1)	-	32 (2)	28.73	24-33
New Zealand	8 (4)	-	-	-	2	3 (2)	4 (2)	-	2 (1)	-	11 (5)	9.72	6-14
Nicaragua	3 (1)	-	-	-	-	2 (1)	1	-	1 (1)	-	4 (2)	6.32	2-14
Niger	4 (1)	-	-	-	1 (1)	1	2 (1)	1	-	-	5 (2)	6.42	2-14
Nigeria	16 (1)	-	-	1	4	4	4	2 (1)	-	1	16 (1)	11.84	8-16
Norway	15 (7)	-	-	-	-	-	-	-	13 (7)	-	13 (7)	14.34	10-18

TABLE 4 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/91	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/92	MID-POINT	DESIRABLE RANGE
MEMBER STATES (CONTINUED)													
Oman	2 (1)	-	-	-	1	1 (1)	-	-	-	-	2 (1)	8.55	2-14
Pakistan	16 (2)	1	-	1	4	1	4 (2)	2 (1)	1	-	14 (3)	9.86	8-14
Panama	4	-	-	-	-	1	1	-	1	-	3	8.43	2-14
Papua New Guinea	3	-	-	-	-	-	-	1	2	-	3	8.31	2-14
Paraguay	1	-	-	-	-	-	1	-	-	-	1	8.47	2-14
Peru	18 (8)	-	2	-	-	5 (1)	2 (1)	5 (3)	2 (1)	-	16 (8)	7.52	3-14
Philippines	65 (36)	-	-	-	2 (1)	4 (1)	18 (9)	25 (15)	18 (12)	1 (1)	68 (39)	8.70	5-14
Poland	14 (1)	1	-	1	-	1	8	3 (1)	1	-	15 (1)	14.03	10-18
Portugal	3 (2)	-	-	-	-	1 (1)	1 (1)	1	-	-	3 (2)	9.29	5-14
Qatar	1	-	-	-	-	-	-	-	1	-	1	8.82	3-14
Romania	3	-	-	1	1	-	-	1	2	-	5	9.19	5-14
Russian Federation	181 (13)	1	-	10	10	18 (1)	48 (4)	59 (5)	13 (4)	-	157 (14)	144.00	122-166
Rwanda	3	-	-	-	-	-	-	3	-	-	3	8.40	2-14
Saint Kitts & Nevis	1 (1)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	8.22	2-14
Saint Lucia	4 (2)	-	-	-	-	-	1	1 (1)	2 (1)	-	4 (2)	8.22	2-14
Saint Vincent & Grnd	1 (0)	-	-	-	-	-	-	1	1 (1)	-	2 (1)	8.22	2-14
Samoa	2	-	-	-	-	-	-	2	-	-	2	8.22	2-14
San Marino	0	-	-	-	-	-	-	-	-	-	0	8.22	2-14
Sao Tome & Principe	0	-	-	-	-	-	-	-	-	-	0	8.22	2-14
Saudi Arabia	4 (4)	-	-	-	-	2 (2)	1 (1)	-	1 (1)	-	4 (4)	20.71	17-25
Senegal	15 (8)	-	1	-	1	1	4 (2)	8 (1)	3 (3)	-	16 (8)	8.40	2-14
Seychelles	2	-	-	-	-	-	-	2	-	-	2	8.22	2-14
Sierra Leone	15 (4)	1	-	-	2	5 (1)	6 (3)	1	-	-	15 (4)	8.32	2-14
Singapore	13 (7)	-	-	-	-	4 (1)	5 (3)	4 (3)	-	-	13 (7)	7.93	4-14
Slovenia	0	-	-	-	-	-	-	-	-	-	0	8.26	2-14
Solomon Islands	0	-	-	-	-	-	-	-	-	-	0	8.22	2-14
Somalia	10 (2)	-	-	-	1	2	6 (2)	1	-	-	10 (2)	8.41	2-14
South Africa	11 (3)	-	-	-	-	2 (1)	2 (1)	3	4 (1)	-	11 (3)	13.07	9-17
Spain	28 (10)	-	-	1	4	-	8 (3)	8 (3)	7 (8)	-	28 (12)	38.48	31-42
Sri Lanka	12 (2)	-	-	1	4	-	1 (1)	2 (1)	2	-	10 (2)	8.66	3-14
Sudan	9	-	-	-	1	1	5	1	1	-	9	8.87	3-14

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/91	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/92	MID-POINT	DESIRABLE RANGE
MEMBER STATES (CONTINUED)													
Suriname	3 (2)	-	-	-	-	-	1	1 (1)	1 (1)	-	3 (2)	6.23	2-14
Swaziland	4 (2)	-	-	-	-	-	-	4 (2)	-	-	4 (2)	6.24	2-14
Sweden	24 (7)	1	-	2	1 (1)	8	8 (1)	4 (4)	2 (1)	-	24 (7)	22.77	19-27
Syrian Arab Republic	9	-	-	-	1	4	1	-	-	-	6	6.97	3-14
Tajikistan	0	-	-	-	-	-	-	-	-	-	0	6.36	2-14
Thailand	27 (16)	-	-	-	1	1	4	9 (7)	12 (8)	-	27 (15)	9.15	5-14
Togo	6	-	-	-	-	1	1	1	1	-	4	6.31	2-14
Trinidad and Tobago	16 (6)	-	-	-	3	-	5 (2)	6 (3)	2 (1)	-	16 (6)	6.84	3-14
Tunisia	21 (1)	-	-	2	2	11 (1)	2	1	1	-	19 (1)	6.72	3-14
Turkey	11 (3)	-	-	-	2 (1)	1	7 (2)	1	-	-	11 (3)	11.53	7-16
Turkmenistan	0	-	-	-	-	-	-	-	-	-	0	6.31	2-14
Uganda	14 (4)	-	-	-	3	4 (1)	3	3 (1)	2 (2)	-	15 (4)	6.70	3-14
Ukraine	25 (3)	-	-	1	2	1	5	13 (3)	3	-	25 (3)	24.93	21-29
United Arab Emirates	1 (1)	-	-	-	-	-	1 (1)	-	-	-	1 (1)	9.23	5-14
United Kingdom b/	88 (35)	1	-	3 (1)	10 (1)	19 (3)	24 (8)	11 (6)	19 (14)	2 (2)	88 (35)	82.10	70-94
United Rep Tanzania	18 (4)	-	-	1	5	1	8 (2)	3 (2)	1 (1)	-	19 (5)	6.86	3-14
United States Amer	385 (169)	1	-	11 (3)	28 (5)	84 (25)	120 (63)	103 (59)	38 (24)	2	387 (179)	383.78	328-441
Uruguay	11 (2)	-	-	-	-	7 (1)	1	4 (2)	-	-	12 (3)	6.74	3-14
Uzbekistan	0	-	-	-	-	-	-	-	-	-	0	6.75	3-14
Vanuatu	0	-	-	-	-	-	-	-	-	-	0	6.22	2-14
Venezuela	13 (8)	-	-	-	1	1 (1)	3 (2)	4 (3)	1 (1)	-	10 (7)	13.86	10-18
Viet Nam	3 (1)	-	-	-	-	-	1	1	1 (1)	-	3 (1)	7.93	4-14
Yemen	9 (1)	-	-	-	1	2	5 (1)	1	-	-	9 (1)	6.51	2-14
Yugoslavia	15 (3)	-	-	1 (1)	2	2	3 (2)	1	5	-	14 (3)	12.20	8-16
Zaire	15 (2)	-	-	-	1	3	8 (1)	4	1 (1)	-	15 (2)	7.13	3-14
Zambia	10	-	-	-	1	2	3	3	-	-	9	6.42	2-14
Zimbabwe	6 (1)	-	-	-	1	1	1	3 (1)	-	-	6 (1)	6.48	2-14
SUBTOTAL	437 (754)	19	15 (1)	80 (10)	241 (28)	475 (93)	681 (209)	844 (252)	420 (193)	15 (8)	2 590 (792)	355.91	303-409

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TABLE 4 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/91	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/92	MID-POINT	DESIRABLE RANGE
OTHERS													
Stateless	5	-	-	-	-	2	2	1	-	-	5		
Switzerland	15 (5)	-	-	-	1	5 (1)	4 (3)	2	1 (1)	-	13 (5)		
SUBTOTAL	20 (5)	-	-	-	1	7 (1)	6 (3)	3	1 (1)	-	18 (5)		
TOTAL	2 600 (759)	19 -	15 (1)	80 (10)	242 (26)	482 (94)	687 (212)	647 (252)	421 (194)	15 (8)	2 608 (797)		

a/ At Director-General level.

b/ Includes ten staff members from the Territory of Hong Kong.

TABLE 4A

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY REGION AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1992)

REGION	NUMBER OF STAFF 30/06/91	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/92	MID-POINT	DESIRABLE RANGE
AFRICA	437 (72)	3	3	14 (1)	53 (2)	87 (8)	125 (21)	97 (23)	51 (18)	2	435 (73)	355.91	303-409
ASIA AND THE PACIFIC	426 (147)	4	2	11 (2)	47 (4)	54 (12)	99 (31)	120 (60)	88 (49)	4 (3)	429 (161)	513.77	437-591
EUROPE (EASTERN)	283 (28)	2	-	14 (1)	17	25 (1)	76 (9)	89 (9)	37 (8)	-	260 (28)	348.66	295-399
EUROPE (WESTERN)	591 (194)	6	4 (1)	17 (2)	52 (9)	118 (25)	135 (45)	132 (55)	129 (60)	3 (3)	598 (200)	624.82	531-719
LATIN AMERICA	218 (74)	1	3	7	13 (2)	53 (13)	51 (20)	50 (24)	43 (17)	2 (1)	223 (77)	199.88	170-230
MIDDLE EAST	135 (27)	1	1	2	17 (3)	33 (5)	39 (8)	22 (5)	16 (7)	-	131 (28)	147.30	125-169
N. AMERICA & CARIBBEAN	510 (214)	2	2	15 (4)	42 (6)	105 (29)	156 (75)	134 (78)	56 (36)	4 (1)	516 (227)	512.21	435-589
OTHERS	20 (5)	-	-	-	1	7 (1)	6 (3)	3	1 (1)	-	18 (5)		
TOTAL	2 600 (759)	19 -	15 (1)	80 (10)	242 (26)	482 (94)	687 (212)	647 (252)	421 (194)	15 (8)	2 608 (797)		

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TABLE 5

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY NATIONALITY AND TYPE OF APPOINTMENT

(AS AT 30 JUNE 1991 AND 30 JUNE 1992)

COUNTRY	30/06/91					30/06/92				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
MEMBER STATES										
Afghanistan	8	-	1	9	11.1	8	-	1	9	11.1
Albania	-	-	-	-	0.0	-	-	-	-	0.0
Algeria	17	-	1	18	5.6	17	-	1	18	5.6
Angola	1	-	-	1	0.0	1	-	-	1	0.0
Antigua and Barbuda	3	-	-	3	0.0	3	-	-	3	0.0
Argentina	24	-	2	26	7.7	23	-	4	27	14.8
Armenia	-	-	-	-	0.0	-	-	-	-	0.0
Australia	24	3	4	31	12.9	23	7	4	34	11.8
Austria	17	-	3	20	15.0	15	-	5	20	25.0
Azerbaijan	-	-	-	-	0.0	-	-	-	-	0.0
Bahamas	1	-	-	1	0.0	1	-	-	1	0.0
Bahrain	-	-	-	-	0.0	-	-	-	-	0.0
Bangladesh	11	-	5	16	31.3	11	-	4	15	26.7
Barbados	5	-	1	6	16.7	5	-	1	6	16.7
Belarus	3	-	10	13	76.9	5	1	7	13	53.8
Belgium	19	-	2	21	9.5	19	-	4	23	17.4
Belize	2	-	-	2	0.0	2	-	-	2	0.0
Benin	5	-	2	7	28.6	4	-	2	6	33.3
Bhutan	3	-	1	4	25.0	3	-	1	4	25.0
Bolivia	5	-	1	6	16.7	5	-	1	6	16.7
Bosnia Herzegovina	-	-	-	-	0.0	-	-	-	-	0.0
Botswana	-	-	1	1	100.0	-	-	1	1	100.0
Brazil	18	-	9	27	33.3	20	7	7	34	20.6
Brunei Darussalam	-	-	-	-	0.0	-	-	-	-	0.0
Bulgaria	4	-	5	9	55.6	5	-	3	8	37.5
Burkina Faso	5	-	2	7	28.6	4	-	3	7	42.9
Burundi	5	3	2	10	20.0	7	2	2	11	18.2
Cambodia	3	-	-	3	0.0	3	-	-	3	0.0
Cameroon	6	-	8	14	57.1	6	-	8	14	57.1
Canada	38	1	14	53	26.4	39	1	18	58	28.6
Cape Verde	1	-	-	1	0.0	1	-	-	1	0.0
Central African Rep	1	1	2	4	50.0	2	3	-	5	0.0
Chad	3	-	-	3	0.0	3	-	-	3	0.0
Chile	25	-	3	28	10.7	24	-	2	26	7.7
China	27	-	15	42	35.7	27	1	14	42	33.3
Colombia	7	-	2	9	22.2	7	-	3	10	30.0
Comoros	2	-	-	2	0.0	2	-	-	2	0.0
Congo	7	-	-	7	0.0	6	-	-	6	0.0

TABLE 5 (CONTINUED)

COUNTRY	30/06/91					30/06/92				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
MEMBER STATES (CONTINUED)										
Costa Rica	1	-	2	3	66.7	1	-	2	3	66.7
Cote d'Ivoire	11	-	-	11	0.0	11	-	1	12	8.3
Croatia	-	-	-	-	0.0	-	-	-	-	0.0
Cuba	4	5	2	11	18.2	7	2	2	11	18.2
Cyprus	4	-	1	5	20.0	5	-	-	5	0.0
Czechoslovakia	1	-	13	14	92.9	3	1	10	14	71.4
Denmark	8	6	5	19	26.3	10	4	3	17	17.6
Djibouti	-	-	1	1	100.0	-	-	1	1	100.0
Dominica	-	-	1	1	100.0	-	-	1	1	100.0
Dominican Republic	4	2	-	6	0.0	4	2	-	6	0.0
Ecuador	3	-	1	4	25.0	3	-	1	4	25.0
Egypt	6	-	4	10	40.0	6	-	7	13	53.8
El Salvador	4	-	1	5	20.0	4	-	-	4	0.0
Equatorial Guinea	2	1	-	3	0.0	3	-	-	3	0.0
Estonia	-	-	-	-	0.0	-	-	-	-	0.0
Ethiopia	22	2	5	29	17.2	24	-	6	30	20.0
Fiji	3	-	4	7	57.1	3	-	3	6	50.0
Finland	6	-	6	12	50.0	5	-	6	11	54.5
France	88	1	20	109	18.3	86	1	24	111	21.6
Gabon	-	-	3	3	100.0	-	-	2	2	100.0
Gambia	6	-	1	7	14.3	5	-	1	6	16.7
Germany	84	11	28	123	22.8	93	12	20	125	16.0
Ghana	9	-	6	15	40.0	9	-	6	15	40.0
Greece	8	-	5	13	38.5	11	-	2	13	15.4
Grenada	2	-	1	3	33.3	2	-	1	3	33.3
Guatemala	2	-	5	7	71.4	2	1	4	7	57.1
Guinea	4	-	2	6	33.3	4	-	2	6	33.3
Guinea-Bissau	-	-	1	1	100.0	-	-	1	1	100.0
Guyana	16	-	-	16	0.0	16	-	-	16	0.0
Haiti	5	-	1	6	16.7	5	-	1	6	16.7
Honduras	2	-	-	2	0.0	2	-	-	2	0.0
Hungary	2	4	3	9	33.3	2	5	2	9	22.2
Iceland	4	-	1	5	20.0	4	4	1	9	11.1
India	30	-	11	41	26.8	31	1	10	42	23.8
Indonesia	3	2	3	8	37.5	3	2	3	8	37.5
Iran, Islamic Rep	13	1	4	18	22.2	12	2	6	20	30.0
Iraq	12	-	5	17	29.4	10	-	4	14	28.6
Ireland	12	-	2	14	14.3	12	-	1	13	7.7

COUNTRY	30/06/91					30/06/92				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
MEMBER STATES (CONTINUED)										
Israel	6	7	2	15	13.3	6	7	2	15	13.3
Italy	36	8	8	52	15.4	42	5	8	55	14.5
Jamaica	18	-	-	18	0.0	18	-	-	18	0.0
Japan	61	9	18	88	20.5	61	16	12	89	13.5
Jordan	6	1	7	14	50.0	7	1	6	14	42.9
Kazakhstan	-	-	-	-	0.0	-	-	-	-	0.0
Kenya	10	-	5	15	33.3	10	-	4	14	28.6
Korea, Dem Peo Rep	-	-	-	-	0.0	-	-	-	-	0.0
Korea, Republic of	-	-	-	-	0.0	-	-	-	-	0.0
Kuwait	-	-	-	-	0.0	-	-	-	-	0.0
Kyrgyzstan	-	-	-	-	0.0	-	-	-	-	0.0
Lao People's Dem Rep	1	-	-	1	0.0	1	-	-	1	0.0
Latvia	-	-	-	-	0.0	-	-	-	-	0.0
Lebanon	16	-	4	20	20.0	16	-	4	20	20.0
Lesotho	6	-	1	7	14.3	6	-	1	7	14.3
Liberia	7	-	2	9	22.2	7	-	1	8	12.5
Libyan Arab Jam	6	-	1	7	14.3	6	-	1	7	14.3
Liechtenstein	-	-	-	-	0.0	-	-	-	-	0.0
Lithuania	-	-	-	-	0.0	-	-	-	-	0.0
Luxembourg	2	1	1	4	25.0	3	-	1	4	25.0
Madagascar	7	1	1	9	11.1	7	1	1	9	11.1
Malawi	5	-	4	9	44.4	5	-	4	9	44.4
Malaysia	15	-	-	15	0.0	13	-	2	15	13.3
Maldives	-	-	-	-	0.0	-	-	-	-	0.0
Mali	9	-	1	10	10.0	9	-	1	10	10.0
Malta	6	-	-	6	0.0	6	-	-	6	0.0
Marshall Islands	-	-	-	-	0.0	-	-	-	-	0.0
Mauritania	2	-	3	5	60.0	4	-	1	5	20.0
Mauritius	11	-	1	12	8.3	11	-	1	12	8.3
Mexico	19	1	7	27	25.9	22	-	6	28	21.4
Micronesia	-	-	-	-	0.0	-	-	-	-	0.0
Moldova	-	-	-	-	0.0	-	-	-	-	0.0
Mongolia	-	-	1	1	100.0	1	-	-	1	0.0
Morocco	8	1	2	11	18.2	9	-	2	11	18.2
Mozambique	-	-	1	1	100.0	-	-	1	1	100.0
Myanmar	6	-	1	7	14.3	5	-	1	6	16.7
Namibia	1	-	1	2	50.0	-	-	-	-	0.0
Nepal	12	-	1	13	7.7	11	-	1	12	8.3
Netherlands	16	11	8	35	22.9	18	8	6	32	18.8

TABLE 5 (CONTINUED)

COUNTRY	30/06/91					30/06/92				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
MEMBER STATES (CONTINUED)										
New Zealand	7	-	1	8	12.5	7	2	2	11	18.2
Nicaragua	3	-	-	3	0.0	3	-	1	4	25.0
Niger	3	-	1	4	25.0	3	-	2	5	40.0
Nigeria	10	-	6	16	37.5	11	-	5	16	31.3
Norway	1	13	1	15	6.7	11	2	-	13	0.0
Oman	2	-	-	2	0.0	2	-	-	2	0.0
Pakistan	6	-	10	16	62.5	5	-	9	14	64.3
Panama	2	2	-	4	0.0	2	1	-	3	0.0
Papua New Guinea	1	-	2	3	66.7	2	-	1	3	33.3
Paraguay	1	-	-	1	0.0	1	-	-	1	0.0
Peru	14	-	2	16	12.5	12	-	4	16	25.0
Philippines	64	-	1	65	1.5	67	-	1	68	1.5
Poland	-	-	14	14	100.0	1	1	13	15	86.7
Portugal	2	-	1	3	33.3	2	-	1	3	33.3
Qatar	-	-	1	1	100.0	-	-	1	1	100.0
Romania	1	-	2	3	66.7	1	2	2	5	40.0
Russian Federation	8	2	151	161	93.8	29	10	118	157	75.2
Rwanda	-	-	3	3	100.0	1	-	2	3	66.7
Saint Kitts & Nevis	1	-	-	1	0.0	1	-	-	1	0.0
Saint Lucia	1	-	3	4	75.0	1	-	3	4	75.0
Saint Vincent & Grnd	1	-	-	1	0.0	2	-	-	2	0.0
Samoa	1	-	1	2	50.0	1	-	1	2	50.0
San Marino	-	-	-	-	0.0	-	-	-	-	0.0
Sao Tome & Principe	-	-	-	-	0.0	-	-	-	-	0.0
Saudi Arabia	3	1	-	4	0.0	4	-	-	4	0.0
Senegal	9	-	6	15	40.0	10	-	6	16	37.5
Seychelles	2	-	-	2	0.0	2	-	-	2	0.0
Sierra Leone	7	1	7	15	46.7	7	2	6	15	40.0
Singapore	11	-	2	13	15.4	11	-	2	13	15.4
Slovenia	-	-	-	-	0.0	-	-	-	-	0.0
Solomon Islands	-	-	-	-	0.0	-	-	-	-	0.0
Somalia	8	-	2	10	20.0	8	-	2	10	20.0
South Africa	5	2	4	11	36.4	6	1	4	11	36.4
Spain	23	-	5	28	17.9	20	-	8	28	28.6
Sri Lanka	9	-	3	12	25.0	9	-	1	10	10.0
Sudan	7	-	2	9	22.2	7	-	2	9	22.2
Suriname	1	-	2	3	66.7	1	-	2	3	66.7
Swaziland	1	1	2	4	50.0	2	-	2	4	50.0
Sweden	17	1	6	24	25.0	18	-	6	24	25.0
Syrian Arab Republic	3	-	6	9	66.7	2	-	4	6	66.7

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COUNTRY	30/06/91					30/06/92				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
MEMBER STATES (CONTINUED)										
Tajikistan	-	-	-	-	0.0	-	-	-	-	0.0
Thailand	24	-	3	27	11.1	23	-	4	27	14.8
Togo	4	-	2	6	33.3	2	-	2	4	50.0
Trinidad and Tobago	15	-	1	16	6.3	15	-	1	16	6.3
Tunisia	19	-	2	21	9.5	18	-	1	19	5.3
Turkey	10	1	-	11	0.0	9	1	1	11	9.1
Turkmenistan	-	-	-	-	0.0	-	-	-	-	0.0
Uganda	10	-	4	14	28.6	10	-	5	15	33.3
Ukraine	2	-	23	25	92.0	13	-	12	25	48.0
United Arab Emirates	1	-	-	1	0.0	1	-	-	1	0.0
United Kingdom	76	-	12	88	13.6	75	-	14	89	15.7
United Rep Tanzania	18	-	2	18	11.1	18	-	1	19	5.3
United States Amer	328	5	52	385	13.5	320	7	60	387	15.5
Uruguay	7	-	4	11	36.4	7	-	5	12	41.7
Uzbekistan	-	-	-	-	0.0	-	-	-	-	0.0
Vanuatu	-	-	-	-	0.0	-	-	-	-	0.0
Venezuela	10	-	3	13	23.1	9	-	1	10	10.0
Viet Nam	3	-	-	3	0.0	3	-	-	3	0.0
Yemen	9	-	-	9	0.0	9	-	-	9	0.0
Yugoslavia	5	5	5	15	33.3	8	2	4	14	28.6
Zaire	13	-	2	15	13.3	13	-	2	15	13.3
Zambia	7	-	3	10	30.0	7	-	2	9	22.2
Zimbabwe	4	-	2	6	33.3	4	-	2	6	33.3
SUBTOTAL	1 771	117	892	2 580	26.8	1 839	128	823	2 590	24.1
OTHERS										
Stateless	4	-	1	5	20.0	4	-	1	5	20.0
Switzerland	12	-	3	15	20.0	10	-	3	13	23.1
SUBTOTAL	16	-	4	20	20.0	14	-	4	18	22.2
TOTAL	1 787	117	896	2 600	26.8	1 853	128	827	2 808	24.0

TABLE 5A

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY REGION AND TYPE OF APPOINTMENT

(AS AT 30 JUNE 1991 AND 30 JUNE 1992)

REGION	30/06/91					30/06/92				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
AFRICA	310	13	114	437	26.1	318	9	108	435	24.8
ASIA AND THE PACIFIC	325	14	87	426	20.4	324	29	76	429	17.7
EUROPE (EASTERN)	28	11	226	263	85.9	67	22	171	260	65.8
EUROPE (WESTERN)	425	52	114	591	19.3	450	36	110	596	18.5
LATIN AMERICA	181	10	47	218	21.6	164	13	48	223	20.6
MIDDLE EAST	93	11	31	135	23.0	91	11	29	131	22.1
N. AMERICA & CARIBBEAN	431	6	73	510	14.3	425	8	83	516	16.1
OTHERS	16	-	4	20	20.0	14	-	4	18	22.2
TOTAL	1 787	117	696	2 600	26.8	1 853	128	627	2 608	24.0

TABLE 6

APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION
BY NATIONALITY AND LEVEL
(SHOWING NUMBER OF WOMEN STAFF)
(1 JULY 1991 - 30 JUNE 1992)

COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
MEMBER STATES										
Argentina	-	-	-	-	-	1	-	1 (1)	-	2 (1)
Australia	-	-	-	-	-	-	1	4 (3)	-	5 (3)
Austria	-	-	-	-	-	-	2	-	-	2
Bangladesh	-	-	-	-	-	1	-	-	-	1
Belgium	-	-	-	-	-	2 (1)	-	-	-	2 (1)
Brazil	-	-	-	-	-	-	-	8 (1)	-	8 (1)
Burkina Faso	-	-	-	-	-	-	-	1	-	1
Burundi	-	-	-	-	-	-	-	1	-	1
Canada	-	-	-	-	-	2	1 (1)	1	-	4 (1)
Central African Rep	-	-	-	-	-	-	-	1	-	1
China	-	-	-	-	-	-	1 (1)	-	-	1 (1)
Colombia	-	-	-	-	1	-	-	-	-	1
Cote d'Ivoire	-	-	-	-	-	-	1 (1)	-	-	1 (1)
Czechoslovakia	-	-	-	-	-	-	-	1	-	1
Egypt	-	-	-	-	1 (1)	-	2	-	-	3 (1)
Ethiopia	-	-	-	-	-	1	-	-	-	1
Finland	-	-	-	-	1	-	-	-	-	1
France	-	-	-	-	1	3 (2)	-	1	-	5 (2)
Germany	-	-	-	-	2	1 (1)	2	4 (2)	-	9 (3)
Guatemala	-	-	-	-	-	-	-	1	-	1
Hungary	-	-	-	-	-	-	-	1	-	1
Iceland	-	-	-	-	-	-	-	4 (1)	-	4 (1)
India	-	-	-	-	-	1 (1)	1	-	1	3 (1)
Iran, Islamic Rep	-	-	-	-	-	1	1	-	-	2
Iraq	-	-	-	-	1 (1)	-	-	-	-	1 (1)
Italy	-	-	-	-	-	1 (1)	1	3 (3)	-	5 (4)

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TABLE 6 (CONTINUED)

COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
MEMBER STATES (CONTINUED)										
Japan	-	-	-	-	-	-	1	7 (6)	-	8 (6)
Jordan	-	-	-	1	-	-	-	-	-	1
Malaysia	-	-	-	-	-	1	1	-	-	2
Netherlands	-	-	-	-	-	-	-	1 (1)	-	1 (1)
New Zealand	-	-	-	-	-	1	-	2 (1)	-	3 (1)
Nicaragua	-	-	-	-	-	-	-	1 (1)	-	1 (1)
Niger	-	-	-	1 (1)	-	-	-	-	-	1 (1)
Nigeria	-	-	-	-	-	-	-	1	-	1
Pakistan	-	-	-	-	-	-	2 (1)	-	-	2 (1)
Peru	-	1	-	-	-	-	-	-	-	1
Poland	-	-	-	-	-	-	1	-	-	1
Romania	-	-	-	-	-	-	-	2	-	2
Russian Federation	1	-	-	-	-	2	1	1 (1)	-	5 (1)
Saint Kitts & Nevis	-	-	-	-	-	-	-	1 (1)	-	1 (1)
Spain	-	-	-	1	-	-	-	3 (2)	-	4 (2)
Sweden	1	-	-	-	1	-	-	-	-	2
Uganda	-	-	-	-	-	1	-	-	-	1
United Kingdom	-	-	-	-	-	1	-	2	-	3
United States Amer	1	-	1	-	2 (2)	7 (3)	8 (7)	3	-	22 (12)
Uruguay	-	-	-	-	1 (1)	-	-	-	-	1 (1)
TOTAL	3	1	1	3 (1)	11 (5)	27 (9)	27 (11)	54 (24)	1	128 (50)

TABLE 8A

APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY REGION AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(1 JULY 1991 - 30 JUNE 1992)

REGION	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
AFRICA	-	-	-	1 (1)	1 (1)	2	3 (1)	4	-	11 (3)
ASIA AND THE PACIFIC	-	-	-	-	-	4 (1)	7 (2)	13 (10)	1	25 (13)
EUROPE (EASTERN)	1	-	-	-	-	2	2	5 (1)	-	10 (1)
EUROPE (WESTERN)	1	-	-	1	5	8 (5)	5	18 (9)	-	38 (14)
LATIN AMERICA	-	1	-	-	2 (1)	1	-	9 (3)	-	13 (4)
MIDDLE EAST	-	-	-	1	1 (1)	1	1	-	-	4 (1)
N. AMERICA & CARIBBEAN	1	-	1	-	2 (2)	9 (3)	9 (8)	5 (1)	-	27 (14)
OTHERS	-	-	-	-	-	-	-	-	-	-
TOTAL	3	1	1	3 (1)	11 (5)	27 (9)	27 (11)	54 (24)	1	128 (50)

TABLE 7

STAFF CHANGES IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY NATIONALITY AND TYPE OF APPOINTMENT

(SHOWING NUMBER OF WOMEN STAFF)

(1 JULY 1991 - 30 JUNE 1992)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/91	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/92	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
MEMBER STATES											
Afghanistan	9	-	-	-	-	-	-	-	-	9	-
Albania	0	-	-	-	-	-	-	-	-	-	-
Algeria	18 (2)	-	-	-	-	-	-	-	-	18 (2)	-
Angola	1	-	-	-	-	-	-	-	-	1	-
Antigua and Barbuda	3 (3)	-	-	-	-	-	-	-	-	3 (3)	-
Argentina	28 (10)	-	2 (1)	2 (1)	1 (1)	-	1 (1)	-	-	27 (10)	-
Armenia	0	-	-	-	-	-	-	-	-	-	-
Australia	31 (13)	4 (3)	1	5 (3)	2 (1)	1	3 (1)	+1	-	34 (15)	-
Austria	20 (8)	-	2	2	2	-	2	-	-	20 (8)	-
Azerbaijan	0	-	-	-	-	-	-	-	-	-	-
Bahamas	1 (1)	-	-	-	-	-	-	-	-	1 (1)	-
Bahrain	0	-	-	-	-	-	-	-	-	-	-
Bangladesh	16	1	-	1	1	1	2	-	-	15	-
Barbados	6 (4)	-	-	-	-	-	-	-	-	6 (4)	-
Belarus	13	-	-	-	-	-	-	-	-	13	-
Belgium	21 (5)	-	2 (1)	2 (1)	-	-	-	-	-	23 (6)	-
Belize	2 (2)	-	-	-	-	-	-	-	-	2 (2)	-
Benin	7 (1)	-	-	-	1	-	1	-	-	6 (1)	-
Bhutan	4	-	-	-	-	-	-	-	-	4	-
Bolivia	6	-	-	-	-	-	-	-	-	6	-
Bosnia Herzegovina	0	-	-	-	-	-	-	-	-	-	-
Botswana	1 (1)	-	-	-	-	-	-	-	-	1 (1)	-
Brazil	27 (10)	8 (1)	-	8 (1)	-	1	1	+2 (+1)	-	34 (12)	-
Brunei Darussalam	0	-	-	-	-	-	-	-	-	-	-
Bulgaria	9	-	-	-	1	-	1	-	-	8	-
Burkina Faso	7 (1)	-	1	1	1	-	1	-	-	7 (1)	-
Burundi	10 (2)	1	-	1	-	-	-	-	-	11 (2)	-
Cambodia	3	-	-	-	-	-	-	-	-	3	-
Cameroon	14 (3)	-	-	-	-	-	-	-	-	14 (3)	-
Canada	53 (14)	-	4 (1)	4 (1)	1 (1)	1 (1)	2 (2)	+2 (+2)	-1	56 (15)	-

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TABLE 7 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/91	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/92	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
MEMBER STATES (CONTINUED)											
Cape Verde	1	-	-	-	-	-	-	-	-	1	-
Central African Rep	4	1	-	1	-	-	-	-	-	5	-
Chad	3	-	-	-	-	-	-	-	-	3	-
Chile	28 (9)	-	-	-	2 (1)	2 (1)	4 (2)	+2 (+2)	-	26 (9)	-
China	42 (14)	-	1 (1)	1 (1)	-	1	1	-	-	42 (15)	-
Colombia	9 (1)	-	1	1	-	1 (1)	1 (1)	+1 (+1)	-	10 (1)	-
Comoros	2	-	-	-	-	-	-	-	-	2	-
Congo	7	-	-	-	1	-	1	-	-	6	-
Costa Rica	3	-	-	-	-	-	-	-	-	3	-
Cote d'Ivoire	11 (1)	-	1 (1)	1 (1)	-	-	-	-	-	12 (2)	-
Croatia	0	-	-	-	-	-	-	-	-	-	-
Cuba	11 (4)	-	-	-	-	-	-	-	-	11 (4)	1
Cyprus	5	-	-	-	-	-	-	-	-	5	-
Czechoslovakia	14 (2)	1	-	1	-	1	1	-	-	14 (2)	-
Denmark	19 (5)	-	-	-	1	2 (1)	3 (1)	+1 (+1)	-	17 (5)	-
Djibouti	1	-	-	-	-	-	-	-	-	1	-
Dominica	1	-	-	-	-	-	-	-	-	1	-
Dominican Republic	6 (2)	-	-	-	-	-	-	-	-	6 (2)	-
Ecuador	4 (1)	-	-	-	-	-	-	+1 (+1)	-1 (-1)	4 (1)	-
Egypt	10 (1)	-	3 (1)	3 (1)	-	-	-	-	-	13 (2)	-
El Salvador	5	-	-	-	-	1	1	-	-	4	-
Equatorial Guinea	3	-	-	-	-	-	-	-	-	3	-
Estonia	0	-	-	-	-	-	-	-	-	-	-
Ethiopia	29 (7)	-	1	1	1	-	1	+1	-	30 (7)	-
Fiji	7 (1)	-	-	-	-	1	1	-	-	6 (1)	-
Finland	12 (4)	-	1	1	1 (1)	1	2 (1)	-	-	11 (3)	-
France	109 (46)	-	5 (2)	5 (2)	2	2 (2)	4 (2)	+2 (+1)	-1	111 (47)	-
Gabon	3	-	-	-	-	1	1	-	-	2	-
Gambia	7 (1)	-	-	-	1	-	1	-	-	6 (1)	-
Germany	123 (37)	4 (2)	5 (1)	9 (3)	5 (2)	5 (3)	10 (5)	+5 (+2)	-2	125 (37)	-
Ghana	15 (1)	-	-	-	-	-	-	-	-	15 (1)	-

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TABLE 7 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/91	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/92	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
MEMBER STATES (CONTINUED)											
Greece	13 (5)	-	-	-	-	-	-	-	-	13 (5)	-
Grenada	3	-	-	-	-	-	-	-	-	3	-
Guatemala	7 (2)	-	1	1	-	1 (1)	1 (1)	-	-	7 (1)	-
Guinea	8 (1)	-	-	-	-	-	-	-	-	8 (1)	-
Guinea-Bissau	1	-	-	-	-	-	-	-	-	1	-
Guyana	18 (7)	-	-	-	-	-	-	+1 (+1)	-1 (-1)	18 (7)	-
Haiti	8 (4)	-	-	-	-	-	-	-	-	8 (4)	-
Honduras	2	-	-	-	-	-	-	-	-	2	-
Hungary	9 (4)	1	-	1	-	1 (1)	1 (1)	-	-	9 (3)	-
Iceland	5 (0)	4 (1)	-	4 (1)	-	-	-	-	-	9 (1)	-
India	41 (8)	-	3 (1)	3 (1)	2	2	4	+2	-	42 (9)	-
Indonesia	8 (3)	-	-	-	-	-	-	-	-	8 (3)	-
Iran, Islamic Rep	18 (8)	-	2	2	-	-	-	-	-	20 (8)	-
Iraq	17 (2)	-	1 (1)	1 (1)	-	2	2	-	-2 (-1)	14 (2)	-
Ireland	14 (4)	-	-	-	-	1	1	-	-	13 (4)	-
Israel	15 (4)	-	-	-	-	-	-	-	-	15 (4)	-
Italy	52 (13)	3 (3)	2 (1)	5 (4)	1	1	2	+3	-3	56 (17)	-
Jamaica	18 (5)	-	-	-	1	-	1	+1 (+1)	-	18 (6)	-
Japan	88 (36)	7 (6)	1	8 (6)	4 (1)	3 (1)	7 (2)	+2 (+2)	-2	86 (42)	-
Jordan	14 (1)	-	1	1	2	-	2	+1	-	14 (1)	-
Kazakhstan	0	-	-	-	-	-	-	-	-	-	-
Kenya	15 (3)	-	-	-	-	1 (1)	1 (1)	-	-	14 (2)	-
Korea, Dem Peo Rep	0	-	-	-	-	-	-	-	-	-	-
Korea, Republic of	0	-	-	-	-	-	-	-	-	-	-
Kuwait	0	-	-	-	-	-	-	-	-	-	-
Kyrgyzstan	0	-	-	-	-	-	-	-	-	-	-
Lao People's Dem Rep	1	-	-	-	-	-	-	-	-	1	-
Latvia	0	-	-	-	-	-	-	-	-	-	-
Lebanon	20 (4)	-	-	-	1	-	1	+1 (+1)	-	20 (5)	-

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TABLE 7 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/91	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/92	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
MEMBER STATES (CONTINUED)											
Lesotho	7 (5)	-	-	-	-	-	-	-	-	7 (5)	-
Liberia	9 (4)	-	-	-	-	-	-	-	-1 (-1)	8 (3)	-
Libyan Arab Jam	7 (1)	-	-	-	-	-	-	-	-	7 (1)	-
Liechtenstein	0	-	-	-	-	-	-	-	-	-	-
Lithuania	0	-	-	-	-	-	-	-	-	-	-
Luxembourg	4 (1)	-	-	-	-	-	-	-	-	4 (1)	-
Madagascar	9 (1)	-	-	-	-	-	-	-	-	9 (1)	-
Malawi	9 (1)	-	-	-	-	-	-	-	-	9 (1)	-
Malaysia	15 (3)	-	2	2	2	-	2	-	-	15 (3)	-
Maldives	0	-	-	-	-	-	-	-	-	-	-
Mali	10	-	-	-	-	-	-	-	-	10	-
Malta	8 (1)	-	-	-	-	-	-	-	-	8 (1)	-
Marshall Islands	0	-	-	-	-	-	-	-	-	-	-
Mauritania	5	-	-	-	-	-	-	-	-	5	-
Mauritius	12	-	-	-	1	-	1	+1	-	12	-
Mexico	27 (12)	-	-	-	1	-	1	+2 (+1)	-	28 (13)	-
Micronesia	0	-	-	-	-	-	-	-	-	-	-
Moldova	0	-	-	-	-	-	-	-	-	-	-
Mongolia	1 (1)	-	-	-	-	-	-	-	-	1 (1)	-
Morocco	11 (3)	-	-	-	-	-	-	-	-	11 (3)	-
Mozambique	1	-	-	-	-	-	-	-	-	1	-
Myanmar	7	-	-	-	1	-	1	-	-	6	-
Namibia	2 (1)	-	-	-	1	1 (1)	2 (1)	-	-	- (0)	-
Nepal	13	-	-	-	1	-	1	-	-	12	-
Netherlands	36 (4)	1 (1)	-	1 (1)	2 (2)	1	3 (2)	-	-1 (-1)	32 (2)	-
New Zealand	8 (4)	2 (1)	1	3 (1)	-	-	-	-	-	11 (5)	-
Nicaragua	3 (1)	1 (1)	-	1 (1)	-	-	-	-	-	4 (2)	-
Niger	4 (1)	-	1 (1)	1 (1)	-	-	-	-	-	5 (2)	-
Nigeria	18 (1)	-	1	1	-	2	2	+1	-	18 (1)	-
Norway	15 (7)	-	-	-	1	1	2	-	-	13 (7)	-

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TABLE 7 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/08/91	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/08/92	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL				
MEMBER STATES (CONTINUED)											
Oman	2 (1)	-	-	-	-	-	-	-	-	2 (1)	-
Pakistan	16 (2)	-	2 (1)	2 (1)	1	2	3	-	-1	14 (3)	-
Panama	4	-	-	-	1	-	1	-	-	3	-
Papua New Guinea	3	-	-	-	-	-	-	-	-	3	-
Paraguay	1	-	-	-	-	-	-	-	-	1	-
Peru	18 (8)	-	1	1	1	-	1	+1	-1	18 (8)	-
Philippines	65 (36)	-	-	-	-	-	-	+3 (+3)	-	68 (39)	-
Poland	14 (1)	-	1	1	-	-	-	-	-	15 (1)	-
Portugal	3 (2)	-	-	-	1 (1)	-	1 (1)	+1 (+1)	-	3 (2)	-
Qatar	1	-	-	-	-	-	-	-	-	1	-
Romania	3	2	-	2	-	-	-	-	-	5	-
Russian Federation	181 (13)	-	5 (1)	5 (1)	-	8	8	+1	-2	157 (14)	-
Rwanda	3	-	-	-	-	-	-	-	-	3	-
Saint Kitts & Nevis	1 (1)	-	1 (1)	1 (1)	-	1 (1)	1 (1)	+1 (+1)	-1 (-1)	1 (1)	-
Saint Lucia	4 (2)	-	-	-	-	-	-	-	-	4 (2)	-
Saint Vincent & Gmd	1 (0)	-	-	-	-	-	-	+1 (+1)	-	2 (1)	-
Samoa	2	-	-	-	-	-	-	-	-	2	-
San Marino	0	-	-	-	-	-	-	-	-	-	-
Sao Tome & Principe	0	-	-	-	-	-	-	-	-	-	-
Saudi Arabia	4 (4)	-	-	-	-	-	-	-	-	4 (4)	-
Senegal	15 (6)	-	-	-	-	-	-	+1	-	16 (6)	-
Seychelles	2	-	-	-	-	-	-	-	-	2	-
Sierra Leone	15 (4)	-	-	-	-	-	-	-	-	15 (4)	-
Singapore	13 (7)	-	-	-	-	-	-	-	-	13 (7)	-
Slovenia	0	-	-	-	-	-	-	-	-	-	-
Solomon Islands	0	-	-	-	-	-	-	-	-	-	-
Somalia	10 (2)	-	-	-	-	-	-	-	-	10 (2)	-
South Africa	11 (3)	-	-	-	-	-	-	-	-	11 (3)	-
Spain	28 (10)	-	4 (2)	4 (2)	5	-	5	+1	-	28 (12)	-
Sri Lanka	12 (2)	-	-	-	-	2	2	-	-	10 (2)	-
Sudan	9	-	-	-	1	-	1	+1	-	9	-

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/91	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/92	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
MEMBER STATES (CONTINUED)											
Suriname	3 (2)	-	-	-	-	-	-	-	-	3 (2)	-
Swaziland	4 (2)	-	-	-	-	-	-	-	-	4 (2)	-
Sweden	24 (7)	-	2	2	-	3	3	+1	-	24 (7)	-
Syrian Arab Republic	9	-	-	-	1	2	3	-	-	6	-
Tajikistan	0	-	-	-	-	-	-	-	-	-	-
Thailand	27 (16)	-	-	-	1 (1)	-	1 (1)	+1	-	27 (15)	-
Togo	6	-	-	-	1	-	1	-	-1	4	-
Trinidad and Tobago	18 (6)	-	-	-	-	-	-	-	-	18 (6)	-
Tunisia	21 (1)	-	-	-	1	1	2	-	-	19 (1)	-
Turkey	11 (3)	-	-	-	-	-	-	+1	-1	11 (3)	-
Turkmenistan	0	-	-	-	-	-	-	-	-	-	-
Uganda	14 (4)	-	1	1	-	-	-	-	-	15 (4)	-
Ukraine	25 (3)	-	-	-	-	-	-	-	-	25 (3)	-
United Arab Emirates	1 (1)	-	-	-	-	-	-	-	-	1 (1)	-
United Kingdom	88 (35)	-	3	3	3	1 (1)	4 (1)	+2 (+1)	-	89 (35)	-
United Rep Tanzania	18 (4)	-	-	-	-	-	-	+1 (+1)	-	19 (5)	-
United States Amer	385 (168)	-	22 (12)	22 (12)	16 (7)	11 (1)	27 (8)	+11 (+8)	-4 (-1)	387 (179)	-
Uruguay	11 (2)	-	1 (1)	1 (1)	1	-	1	+1	-	12 (3)	-
Uzbekistan	0	-	-	-	-	-	-	-	-	-	-
Vanuatu	0	-	-	-	-	-	-	-	-	-	-
Venezuela	13 (8)	-	-	-	1	1	2	-	-1 (-1)	10 (7)	-
Viet Nam	3 (1)	-	-	-	-	-	-	-	-	3 (1)	-
Yemen	9 (1)	-	-	-	-	-	-	-	-	9 (1)	-
Yugoslavia	15 (3)	-	-	-	-	1	1	-	-	14 (3)	-
Zaire	15 (2)	-	-	-	-	-	-	-	-	15 (2)	-
Zambia	10	-	-	-	-	-	-	-	-1	9	-
Zimbabwe	6 (1)	-	-	-	-	-	-	-	-	6 (1)	-
SUBTOTAL	2 580 (754)	38 (19)	80 (31)	128 (50)	80 (19)	72 (17)	152 (36)	+6 (+1)	-3 (-1)	435 (782)	1

TABLE 7 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/08/91	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/ +	OTHER STAFF CHANGES b/ -	NUMBER OF STAFF 30/08/92	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL				
OTHERS											
Stateless	5	-	-	-	-	-	-	+1	-1	5	-
Switzerland	15 (5)	-	-	-	1	-	1	-	-1	13 (5)	-
SUBTOTAL	20 (5)	-	-	-	1	-	1	-	-1	18 (5)	-
TOTAL	2 800 (758)	38 (19)	88 (31)	126 (50)	81 (19)	72 (17)	153 (36)	+83 (+32)	-30 (-9)	2 808 (797)	1

a/ These columns include all resignations, retirements, expiry of fixed-term appointments and separations from service for any other cause.

b/ These columns show gains and losses resulting from such changes as movements of staff
1. between posts subject to geographical distribution and posts with special language requirements;
2. placed on special leave without pay or returned from such leave;
3. detailed or assigned to a technical assistance project or returned from such project;
4. seconded to the United Nations Development Programme or other United Nations bodies or returned from such secondment;
5. promoted from the General Service category to the Professional category;
6. after a change of nationality status.

c/ Staff members with permanent resident status in the United States of America.

TABLE 7A

STAFF CHANGES IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY REGION AND TYPE OF APPOINTMENT

(SHOWING NUMBER OF WOMEN STAFF)

(1 JULY 1991 - 30 JUNE 1992)

REGION	NUMBER OF STAFF 30/06/91	APPOINTMENTS			SEPARATIONS a/			OTHER STAFF CHANGES b/		NUMBER OF STAFF 30/06/92	SPECIAL CATEGORY c/
		CAREER	NON-CAREER	TOTAL	CAREER	NON-CAREER	TOTAL	+	-		
AFRICA	437 (72)	2	9 (3)	11 (3)	10	8 (2)	18 (2)	+8 (+1)	-3 (-1)	436 (73)	-
ASIA AND THE PACIFIC	428 (147)	14 (10)	11 (3)	25 (13)	15 (3)	13 (1)	28 (4)	+9 (+5)	-3	429 (161)	-
EUROPE (EASTERN)	283 (28)	4	6 (1)	10 (1)	1	11 (1)	12 (1)	+1	-2	280 (28)	-
EUROPE (WESTERN)	591 (194)	12 (7)	26 (7)	38 (14)	24 (8)	18 (7)	42 (13)	+16 (+8)	-7 (-1)	598 (200)	-
LATIN AMERICA	218 (74)	7 (2)	6 (2)	13 (4)	8 (2)	7 (3)	15 (5)	+10 (+6)	-3 (-2)	223 (77)	1
MIDDLE EAST	136 (27)	-	4 (1)	4 (1)	4	4	8	+3 (+1)	-3	131 (28)	-
N. AMERICA & CARIBBEAN	510 (214)	-	27 (14)	27 (14)	18 (8)	13 (3)	31 (11)	+18 (+13)	-8 (-5)	518 (227)	-
OTHERS	20 (5)	-	-	-	1	-	1	-	-1	18 (5)	-
TOTAL	2 600 (759)	39 (19)	89 (31)	128 (50)	81 (19)	72 (17)	153 (38)	+83 (+32)	-30 (-9)	2 608 (797)	1

a/ These columns include all resignations, retirements, expiry of fixed-term appointments and separations from service for any other cause.

b/ These columns show gains and losses resulting from such changes as movements of staff
1. between posts subject to geographical distribution and posts with special language requirements;
2. placed on special leave without pay or returned from such leave;
3. detailed or assigned to a technical assistance project or returned from such project;
4. seconded to the United Nations Development Programme or other United Nations bodies or returned from such secondment;
5. promoted from the General Service category to the Professional category;
6. after a change of nationality status.

c/ Staff members with permanent resident status in the United States of America.

TABLE 8

STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

BY NATIONALITY AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1992)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/91	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/92
MEMBER STATES							
Algeria	3	-	1	2	-	-	3
Antigua and Barbuda	1 (1)	1 (1)	-	-	-	-	1 (1)
Argentina	27 (13)	5 (3)	13 (7)	6 (3)	-	-	24 (13)
Australia	1 (1)	-	1 (1)	-	-	-	1 (1)
Austria	2 (1)	-	2 (1)	-	-	-	2 (1)
Belarus	7	-	2	4	-	-	6
Belgium	11 (3)	2	4 (3)	5 (1)	1 (1)	-	12 (5)
Benin	1	-	-	1	-	-	1
Bolivia	1 (1)	-	1 (1)	-	-	-	1 (1)
Bulgaria	1	-	1	-	1 (1)	-	2 (1)
Canada	13 (6)	-	4 (1)	6 (3)	2 (1)	-	12 (5)
Chile	15 (8)	3	8 (4)	5 (4)	2	-	18 (8)
China	133 (30)	20 (2)	40 (9)	68 (17)	6 (3)	-	131 (31)
Colombia	8 (5)	1 (1)	3 (2)	3 (3)	-	-	7 (6)
Costa Rica	1	-	-	1	-	-	1
Cote d'Ivoire	1	-	-	1	-	-	1
Cuba	3 (1)	-	3 (1)	-	1	-	4 (1)
Ecuador	3 (2)	-	2 (1)	-	-	-	2 (1)
Egypt	89 (22)	15 (2)	38 (9)	32 (10)	1 (1)	-	87 (22)
France	109 (71)	23 (13)	51 (31)	34 (27)	7 (3)	-	115 (74)
Germany	4 (2)	2 (1)	1 (1)	1	-	-	4 (2)
Ghana	2	-	1	1	-	-	2
Guatemala	1 (1)	-	-	1 (1)	-	-	1 (1)
Guyana	3 (2)	-	-	3 (2)	-	-	3 (2)
Iraq	1	-	1	-	-	-	1
Ireland	1	-	-	1	-	-	1
Israel	3 (1)	-	2 (1)	1	-	-	3 (1)
Italy	2 (1)	-	1	1 (1)	-	-	2 (1)

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COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/91	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/92
MEMBER STATES (CONTINUED)							
Jamaica	3 (3)	-	1 (1)	2 (2)	-	-	3 (3)
Jordan	6 (2)	4	-	1 (1)	1	-	6 (1)
Lebanon	8 (3)	1	1 (1)	5 (2)	-	-	7 (3)
Madagascar	1 (1)	-	-	1 (1)	-	-	1 (1)
Malaysia	1	-	1	-	-	-	1
Mali	1	-	-	1	-	-	1
Mexico	6 (4)	2	2 (2)	1 (1)	-	-	5 (3)
Morocco	2	-	-	2	-	-	2
Netherlands	2 (1)	-	-	-	2 (1)	-	2 (1)
New Zealand	1	-	-	1	-	-	1
Panama	1	-	-	1	-	-	1
Paraguay	1 (1)	1 (1)	-	-	-	-	1 (1)
Peru	7 (3)	1	4 (3)	4 (2)	-	-	9 (5)
Russian Federation	141 (5)	14	38 (1)	69 (4)	14	-	135 (5)
Senegal	5	-	2	4	-	-	6
Spain	27 (7)	5 (1)	14 (3)	5 (2)	1	-	25 (6)
Sudan	6	1	2	3	-	-	6
Syrian Arab Republic	22 (6)	2 (1)	9 (1)	10 (4)	1	-	22 (6)
Trinidad and Tobago	2 (1)	1	-	1 (1)	-	-	2 (1)
Tunisia	14 (2)	-	6 (2)	8	-	-	14 (2)
Ukraine	5	-	-	6	-	-	6
United Kingdom	70 (31)	17 (8)	40 (20)	11 (3)	2 (2)	-	70 (31)
United States Amer	88 (48)	8 (3)	38 (18)	27 (18)	15 (10)	-	88 (50)
Uruguay	6 (3)	2 (1)	2 (1)	1 (1)	1	-	6 (3)
Yemen	1	-	-	1	-	-	1
SUBTOTAL	872 (293)	131 (38)	341 (126)	337 (115)	58 (23)	-	867 (300)
OTHERS							
Palestine	2	-	-	2	-	-	2
Stateless	1	-	1	-	-	-	1
Switzerland	10 (6)	2	6 (4)	2 (2)	-	-	10 (6)
SUBTOTAL	13 (6)	2	7 (4)	4 (2)	-	-	13 (6)
TOTAL	885 (299)	133 (38)	348 (130)	341 (117)	58 (23)	-	880 (306)

TABLE 8A

STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

BY REGION AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1992)

REGION	NUMBER OF STAFF 30/06/91	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/92
AFRICA	125 (25)	16 (2)	53 (11)	54 (11)	1 (1)	-	124 (25)
ASIA AND THE PACIFIC	138 (31)	20 (2)	42 (10)	66 (17)	6 (3)	-	134 (32)
EUROPE (EASTERN)	154 (5)	14	41 (1)	79 (4)	15 (1)	-	148 (6)
EUROPE (WESTERN)	228 (117)	49 (21)	113 (59)	58 (34)	13 (7)	-	233 (121)
LATIN AMERICA	78 (42)	15 (6)	38 (22)	23 (15)	4	-	78 (43)
MIDDLE EAST	43 (12)	7 (1)	13 (3)	18 (7)	2	-	40 (11)
N. AMERICA & CARIBBEAN	108 (61)	10 (4)	43 (20)	39 (27)	17 (11)	-	109 (62)
OTHERS	13 (6)	2	7 (4)	4 (2)	-	-	13 (6)
TOTAL	885 (299)	133 (36)	348 (130)	341 (117)	58 (23)	-	880 (308)

TABLE 9

PROFESSIONAL AND HIGHER LEVEL STAFF SPECIFICALLY APPOINTED FOR MISSION SERVICE

BY NATIONALITY AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1992)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/91	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/92
MEMBER STATES											
Afghanistan	1	-	-	-	-	-	1	-	-	-	1
Argentina	2	1	-	-	-	-	-	-	-	-	1
Australia	0	-	1	-	-	1	-	-	-	-	2
Austria	1	-	1	-	-	-	-	-	-	-	1
Bangladesh	0	-	-	1	-	-	-	-	-	-	1
Brazil	1										0
Bulgaria	0	-	-	-	-	-	1	-	-	-	1
Canada	2	-	1	-	-	-	1	-	-	-	2
Chile	1										0
Cyprus	1	-	1	-	-	-	-	-	-	-	1
Ethiopia	2	-	-	-	-	-	-	2	-	-	2
Finland	1	-	1	-	-	-	-	-	-	-	1
France	0	-	-	-	-	-	-	2	-	-	2
Ghana	1 (1)										0 (0)
Grenada	1	1	-	-	-	-	-	-	-	-	1
India	0	-	1	-	-	-	-	-	-	-	1
Ireland	1	-	1	-	-	-	-	-	-	-	1
Japan	0	-	-	-	-	1	-	-	-	-	1
Netherlands	0	-	-	1	-	-	-	-	-	-	1
Nigeria	0	-	1	-	-	-	-	-	-	-	1
Pakistan	0	-	1	-	-	-	-	-	-	-	1
Peru	1	-	-	-	-	-	-	1	-	-	1
Poland	3	-	1	-	-	-	2	1	-	-	4
Spain	1	-	-	1	-	1	-	-	1	-	3
Sri Lanka	1	-	-	-	-	-	-	1	-	-	1
Sweden	3	-	1	-	2	-	-	-	-	-	3
Turkey	0	-	-	-	-	-	1	-	-	-	1
United Kingdom	0	-	-	-	-	-	1	-	-	-	1
United States Amer	0 (0)	-	-	1	1	1	-	1 (1)	-	-	4 (1)
Uruguay	0	-	-	1	-	-	-	-	-	-	1
Zimbabwe	0	-	-	1	-	-	-	-	-	-	1
SUBTOTAL	24 (1)	2	11	8	3	4	7	8 (1)	1	-	42 (1)

TABLE 9 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/91	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/92
OTHERS											
Switzerland	1										0
SUBTOTAL	1										0
TOTAL	25 (1)	2	11	8	3	4	7	8 (1)	1	-	42 (1)

TABLE 9A

PROFESSIONAL AND HIGHER LEVEL STAFF SPECIFICALLY APPOINTED FOR MISSION SERVICE

BY REGION AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1992)

REGION	NUMBER OF STAFF 30/06/91	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/92
AFRICA	3 (1)	-	1	1	-	-	-	2	-	-	4 (0)
ASIA AND THE PACIFIC	1	-	3	1	-	2	-	1	-	-	7
EUROPE (EASTERN)	3	-	1	-	-	-	3	1	-	-	5
EUROPE (WESTERN)	7	-	4	2	2	1	1	2	1	-	13
LATIN AMERICA	5	1	-	1	-	-	-	1	-	-	3
MIDDLE EAST	2	-	1	-	-	-	2	-	-	-	3
N. AMERICA & CARIBBEAN	3 (0)	1	1	1	1	1	1	1 (1)	-	-	7 (1)
OTHERS	1										0
TOTAL	25 (1)	2	11	6	3	4	7	8 (1)	1	-	42 (1)

Table 10
Weighted* and Unweighted Distribution of Posts Subject to Geographical Distribution and Actual Staff Position in Points

(As at 30 June 1992)

Nationality	Assessment	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Afghanistan	.01%	3-14	8.83	9	152-833	395	551
Albania	.01%	2-14	8.30	0	132-833	375	0
Algeria	.16%	5-14	9.09	18	298-833	541	1,327
Angola	.01%	2-14	8.47	1	143-833	385	59
Antigua and Barbuda	.01%	2-14	8.22	3	127-833	370	145
Argentina	.57%	11-19	15.37	27	872-1158	914	1,784
Armenia	.01%	2-14	8.30	0	132-833	375	0
Australia	1.51%	25-33	28.93	34	1483-1979	1,721	2,072
Austria	.75%	13-21	17.41	20	793-1277	1,036	1,275
Azerbaijan	.01%	2-14	8.40	0	138-833	381	0
Bahamas	.02%	2-14	8.37	1	136-833	379	59
Bahrain	.03%	2-14	8.53	0	148-833	388	0
Bangladesh	.01%	5-14	9.20	15	305-833	548	998
Barbados	.01%	2-14	8.22	6	128-833	370	360
Belarus	.31%	7-15	10.94	13	408-892	651	664
Belgium	1.08%	18-26	22.08	23	1070-1554	1,313	1,441
Belize	.01%	2-14	8.22	2	127-833	370	107
Benin	.01%	2-14	8.34	6	134-833	377	360
Bhutan	.01%	2-14	8.25	4	130-833	372	162
Bolivia	.01%	2-14	8.41	6	139-833	381	374
Bosnia Herzegovina	.01%	2-14	8.32	0	134-833	376	0
Botswana	.01%	2-14	8.25	1	129-833	372	38
Brazil	1.59%	29-39	33.57	34	1686-2298	1,997	1,822
Brunei Darussalam	.03%	2-14	8.52	0	145-833	388	0
Bulgaria	.13%	4-14	8.23	8	247-833	490	490
Burkina Faso	.01%	2-14	8.45	7	141-833	384	433
Burundi	.01%	2-14	8.36	11	136-833	378	571
Cambodia	.01%	2-14	8.43	3	140-833	383	202
Cameroon	.01%	2-14	8.52	14	145-833	388	758
Canada	3.11%	45-61	52.94	56	2677-3621	3,149	3,575
Cape Verde	.01%	2-14	8.23	1	128-833	370	59
Central African Rep	.01%	2-14	8.29	5	132-833	375	212
Chad	.01%	2-14	8.36	3	136-833	379	180
Chile	.08%	4-14	7.80	26	206-833	452	1,804
China	.77%	40-54	48.96	42	2374-3212	2,793	2,788
Colombia	.13%	5-14	8.86	10	284-833	527	669
Comoros	.01%	2-14	8.23	2	128-833	371	98
Congo	.01%	2-14	8.27	6	131-833	373	368
Costa Rica	.01%	2-14	8.29	3	132-833	374	191
Cote d'Ivoire	.02%	3-14	8.67	12	154-833	397	586
Croatia	.01%	2-14	8.33	0	134-833	377	0
Cuba	.09%	4-14	7.68	11	214-833	467	514
Cyprus	.02%	2-14	8.38	5	137-833	380	386
Czechoslovakia	.56%	11-19	14.84	14	828-1113	871	725
Denmark	.66%	12-20	15.86	17	700-1186	943	948
Djibouti	.01%	2-14	8.23	1	128-833	370	29
Dominica	.01%	2-14	8.22	1	127-833	370	73
Dominican Republic	.02%	2-14	8.56	8	147-833	390	304
Ecuador	.03%	3-14	8.76	4	160-833	402	232
Egypt	.07%	4-14	8.48	13	282-833	505	979
El Salvador	.01%	2-14	8.36	4	135-833	378	253
Equatorial Guinea	.01%	2-14	8.22	3	128-833	370	114
Estonia	.06%	3-14	7.00	0	174-833	416	0
Ethiopia	.01%	3-14	7.55	30	207-833	449	1,577
Fiji	.01%	2-14	8.23	6	128-833	371	419
Finland	.57%	11-19	14.88	11	830-1114	872	624
France	8.00%	82-111	96.63	111	4887-6811	5,749	6,729
Gabon	.02%	2-14	8.38	2	138-833	380	76
Gambia	.01%	2-14	8.24	6	129-833	371	417
Germany	8.83%	120-162	140.73	125	7117-9627	8,373	7,220
Ghana	.01%	3-14	8.80	15	150-833	393	1,244
Greece	.36%	7-18	11.53	13	443-927	686	758
Grenada	.01%	2-14	8.22	3	127-833	370	159
Guatemala	.02%	3-14	8.60	7	150-833	383	466
Guinea	.01%	2-14	8.36	6	136-833	379	370
Guinea-Bissau	.01%	2-14	8.24	1	129-833	371	38
Guyana	.01%	2-14	8.24	18	128-833	371	1,081
Haiti	.01%	2-14	8.38	6	137-833	380	428
Honduras	.01%	2-14	8.35	2	136-833	378	98
Hungary	.18%	9-14	9.01	9	293-833	536	407

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Table 10
Weighted* and Unweighted Distribution of Posts Subject to Geographical Distribution and Actual Staff Position in Points

(As at 30 June 1982)

Nationality	Assessment	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Iceland	.03%	2-14	8.52	9	145-833	388	500
India	.36%	28-38	32.80	42	1868-2243	1,951	2,338
Indonesia	.16%	9-17	13.08	8	536-1020	778	486
Iran, Islamic Rep of	.77%	15-23	18.91	20	883-1367	1,125	1,299
Iraq	.13%	4-14	8.48	14	262-833	505	999
Ireland	.18%	5-14	8.83	13	283-833	525	800
Israel	.23%	6-14	9.80	15	329-833	571	888
Italy	4.29%	61-82	71.28	56	3604-4874	4,240	3,214
Jamaica	.01%	2-14	8.28	18	131-833	374	1,036
Japan	12.46%	166-223	194.14	89	9818-13282	11,550	4,818
Jordan	.01%	2-14	8.32	14	133-833	376	849
Kazakhstan	.01%	3-14	8.66	0	153-833	396	0
Kenya	.01%	3-14	8.84	14	164-833	407	958
Korea, Dem Peo Rep	.06%	3-14	7.37	0	196-833	439	0
Korea, Republic of	.69%	13-21	17.42	0	794-1278	1,036	0
Kuwait	.25%	6-14	9.83	0	343-833	586	0
Kyrgyzstan	.01%	2-14	8.33	0	134-833	377	0
Lao People's Dem Rep	.01%	2-14	8.32	1	134-833	376	59
Latvia	.11%	4-14	7.77	0	220-833	462	0
Lebanon	.01%	2-14	8.29	20	131-833	374	1,238
Lesotho	.01%	2-14	8.28	7	130-833	373	380
Liberia	.01%	2-14	8.28	8	131-833	374	457
Libyan Arab Jamah	.24%	6-14	9.76	7	337-833	580	478
Liechtenstein	.01%	2-14	8.22	0	127-833	370	0
Lithuania	.13%	4-14	8.08	0	239-833	482	0
Luxembourg	.06%	3-14	8.97	4	172-833	415	174
Madagascar	.01%	2-14	8.50	9	144-833	387	538
Malawi	.01%	2-14	8.43	9	140-833	383	564
Malaysia	.12%	4-14	8.31	15	252-833	494	983
Maldives	.01%	2-14	8.22	0	128-833	370	0
Mali	.01%	2-14	8.43	10	140-833	382	571
Malta	.01%	2-14	8.22	6	128-833	370	419
Marshall Islands	.01%	2-14	8.22	0	127-833	370	0
Mauritania	.01%	2-14	8.27	5	130-833	373	301
Mauritius	.01%	2-14	8.24	12	129-833	372	850
Mexico	.88%	17-25	21.36	28	1028-1513	1,271	1,512
Micronesia	.01%	2-14	8.22	0	127-833	370	0
Moldova, Rep of	.01%	2-14	8.33	0	134-833	377	0
Mongolia	.01%	2-14	8.27	1	131-833	373	38
Morocco	.03%	3-14	7.18	11	183-833	428	741
Mozambique	.01%	3-14	8.62	1	151-833	394	59
Myanmar	.01%	3-14	7.29	6	191-833	434	333
Namibia	.01%	2-14	8.28	0	130-833	373	0
Nepal	.01%	3-14	8.70	12	156-833	399	836
Netherlands	1.50%	24-33	28.73	32	1453-1966	1,709	1,769
New Zealand	.24%	6-14	9.72	11	336-833	578	698
Nicaragua	.01%	2-14	8.32	4	133-833	376	243
Niger	.01%	2-14	8.42	5	139-833	382	322
Nigeria	.20%	8-16	11.84	16	462-948	705	1,079
Norway	.56%	10-18	14.34	13	811-1086	953	495
Oman	.03%	2-14	8.56	2	147-833	390	156
Pakistan	.08%	6-14	9.86	14	344-833	586	999
Panama	.02%	2-14	8.43	3	140-833	382	170
Papua New Guinea	.01%	2-14	8.31	3	133-833	376	124
Paraguay	.02%	2-14	8.47	1	143-833	385	59
Peru	.08%	3-14	7.52	18	205-833	447	1,031
Philippines	.07%	5-14	8.70	66	275-833	517	3,436
Poland	.47%	10-18	14.03	15	592-1077	835	952
Portugal	.20%	5-14	9.29	3	310-833	553	180
Qatar	.06%	3-14	8.82	1	183-833	408	38
Romania	.17%	5-14	9.19	5	304-833	547	302
Russian Federation	9.03%	122-166	144.00	157	7281-9851	8,567	9,283
Rwanda	.01%	2-14	8.40	3	138-833	381	144
Saint Kitts and Nevis	.01%	2-14	8.22	1	127-833	370	38
Saint Lucia	.01%	2-14	8.22	4	127-833	370	183
Saint Vincent	.01%	2-14	8.22	2	127-833	370	88
Samoa	.01%	2-14	8.22	2	127-833	370	98
San Marino	.01%	2-14	8.22	0	127-833	370	0
Sao Tome and Principe	.01%	2-14	8.22	0	127-833	370	0
Saudi Arabia	.96%	17-25	20.71	4	969-1474	1,232	243

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Table 10
Weighted* and Unweighted Distribution of Posts Subject to Geographical Distribution and Actual Staff Position in Points

(As at 30 June 1992)

Nationality	Assessment	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Senegal	.01%	2-14	8.40	16	138-833	381	911
Seychelles	.01%	2-14	8.22	2	127-833	370	98
Sierra Leone	.01%	2-14	8.32	15	134-833	378	1,062
Singapore	.12%	4-14	7.93	13	229-833	472	779
Slovenia	.01%	2-14	8.26	0	130-833	373	0
Solomon Islands	.01%	2-14	8.22	0	128-833	370	0
Somalia	.01%	2-14	8.41	10	139-833	381	832
South Africa	.41%	9-17	13.07	11	536-1019	778	580
Spain	1.98%	31-42	36.48	28	1845-2495	2,170	1,551
Sri Lanka	.01%	3-14	8.66	10	153-833	398	868
Sudan	.01%	3-14	8.87	9	166-833	409	538
Suriname	.01%	2-14	8.23	3	128-833	370	145
Swaziland	.01%	2-14	8.24	4	128-833	371	192
Sweden	1.11%	19-27	22.77	24	1112-1598	1,355	1,807
Syrian Arab Republic	.04%	3-14	8.97	8	172-833	415	434
Tajikistan	.01%	2-14	8.35	0	135-833	378	0
Thailand	.11%	5-14	9.15	27	302-833	544	1,281
Togo	.01%	2-14	8.31	4	133-833	375	218
Trinidad and Tobago	.05%	3-14	8.84	18	184-833	407	909
Tunisia	03%	3-14	8.72	19	157-833	400	1,380
Turkey	.27%	7-18	11.53	11	443-928	686	702
Turkmenistan	.01%	2-14	8.31	0	133-833	375	0
Uganda	.01%	3-14	8.70	15	156-833	399	938
Ukraine	1.18%	21-29	24.53	25	1241-1725	1,483	1,387
United Arab Emirates	.21%	5-14	9.23	1	308-833	549	59
United Kingdom	5.02%	70-94	82.10	89	4152-5618	4,884	5,368
United Rep Tanzania	.01%	3-14	8.88	19	167-833	409	1,239
United States America	25.00%	328-441	383.78	387	19407-26256	22,832	23,182
Uruguay	.04%	3-14	8.74	12	158-833	401	781
Uzbekistan	.01%	3-14	8.75	0	159-833	401	0
Vanuatu	.01%	2-14	8.22	0	127-833	370	0
Venezuela	.49%	10-18	13.86	10	582-1066	824	583
Viet Nam	.01%	4-14	7.93	3	229-833	472	145
Yemen	.01%	2-14	8.51	9	145-833	387	573
Yugoslavia	.39%	8-18	12.20	14	483-987	728	822
Zaire	.01%	3-14	7.13	15	182-833	425	887
Zambia	.01%	2-14	8.42	9	140-833	382	550
Zimbabwe	.01%	2-14	8.48	8	142-833	384	359

* Weighted by starting salary as follows:

Grade	No. of Staff	%	Base 2,700 X	$ G.P.A. =	Points
USG	19	.73	19.7	128.7	2,536.4
ASG	15	.58	15.7	116.4	1,827.5
D-2	80	3.07	82.9	94.5	7,834.1
D-1	242	9.28	250.6	83.0	20,798.8
P-5	482	18.48	499.0	72.8	36,327.2
P-4	887	26.34	711.2	59.3	42,174.2
P-3	647	24.81	669.9	47.9	32,088.2
P-2	421	16.14	436.8	38.1	16,804.0
P-1	15	.58	15.7	28.5	447.5
	2808	100.01	2,700.5		180,837.9

Average weight per post	59.50 points	(180,837.9 / 2,700)	
Membership factor	64,260.0 points	(1,080.00 x 59.50)	40.0%
Population factor	8,032.5 points	(135.00 x 59.50)	5.0%
Contribution factor	88,345.4 points	(180,837.9 - 64,260.0 - 8,032.5)	55.0%

/...

C. OTHER TABLES

TABLE 11

WOMEN STAFF OF THE UNITED NATIONS AND RELATED AGENCIES IN PROFESSIONAL AND HIGHER LEVEL POSTS

(AS AT 31 DECEMBER 1991)

ORGANISATION	ASG AND ABOVE	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL	TOTAL STAFF	PERCENTAGE OF WOMEN STAFF
UNITED NATIONS	2	11	28	130	351	403	242	41	1 208	3 892	31.0
UNDP	0	6	14	59	83	112	181	88	503	1 584	31.8
UNICEF	1	1	10	29	92	177	140	24	474	1 352	35.1
UNHCR	0	0	2	10	32	30	52	38	184	544	30.1
UNITAR	0	0	0	0	1	0	2	0	3	13	23.1
UNRWA	0	0	2	1	3	9	9	0	24	142	16.9
ITC	0	0	0	1	5	8	4	0	18	72	22.2
ICSC	0	0	1	0	3	0	3	0	7	19	36.8
UNU	0	0	0	0	0	1	1	0	2	24	8.3
ICJ	0	0	0	0	1	0	4	0	5	17	29.4
ILO a/	1	2	7	13	65	71	23	1	183	766	23.9
FAO	0	1	2	21	57	87	78	9	255	1 391	18.3
UNESCO	1	1	8	27	82	87	74	10	270	942	28.7
WHO	0	3	12	57	77	81	29	7	266	1 109	24.0
PAHO	0	0	0	7	15	17	11	10	60	198	30.3
IBRD/IFC b/	-	-	-	-	-	-	-	-	1 126	4 335	26.0
IMF b/	-	-	-	-	-	-	-	-	300	863	34.8
ICAO	0	0	0	3	17	19	20	2	81	321	19.0
UPU	0	0	0	0	3	11	0	0	14	84	16.7
ITU	0	0	1	2	12	15	8	1	39	283	13.8
WMO	0	0	0	2	14	11	2	0	29	140	20.7
IMO	0	0	1	1	11	4	5	0	22	109	20.2
WIPO	0	0	0	2	11	8	5	0	26	126	20.6
IFAD	0	0	1	5	4	10	3	0	23	109	21.1
UNIDO	0	1	1	8	34	27	19	1	89	417	21.3
IAEA	0	0	3	10	19	45	20	2	99	712	13.9
ICITO/GATT	0	0	0	8	15	21	5	0	47	168	28.0
TOTAL	5	26	93	392	987	1 252	920	214	5 315	19 732	26.9

a/ Includes figures of women staff for the International Centre for Advanced Technical and Vocational Training, Turin.

b/ Only the total figures of women staff are given for IBRD/IFC and IMF as their grades differ from those of staff of the organisations applying the United Nations common system of salaries and allowances.

* National Officers are included in the total.

ANNEX II

Groupings of Member States

A. Groupings by major geographical region

AFRICA

Algeria
Angola
Benin
Botswana
Burkina Faso
Burundi
Cameroon
Cape Verde
Central African Republic
Chad
Comoros
Congo
Côte d'Ivoire
Djibouti
Egypt
Equatorial Guinea
Ethiopia
Gabon
Gambia
Ghana
Guinea
Guinea-Bissau
Kenya
Lesotho
Liberia
Libyan Arab Jamahiriya
Madagascar
Malawi
Mali
Mauritania
Mauritius
Morocco
Mozambique
Namibia
Niger
Nigeria
Rwanda
Sao Tome and Principe
Senegal
Seychelles
Sierra Leone
Somalia
South Africa
Sudan
Swaziland
Togo
Tunisia
Uganda
United Republic of Tanzania
Zaire
Zambia
Zimbabwe

ASIA AND THE PACIFIC

Australia
Bangladesh
Bhutan
Brunei Darussalam
Cambodia
China
Democratic People's Republic of Korea
Fiji
India
Indonesia
Japan
Lao People's Democratic Republic
Malaysia
Maldives
Marshall Islands
Micronesia
Mongolia
Myanmar
Nepal
New Zealand
Pakistan
Papua New Guinea
Philippines
Republic of Korea
Samoa
Singapore
Solomon Islands
Sri Lanka
Thailand
Vanuatu
Viet Nam

EUROPE (Eastern)

Albania
Armenia
Azerbaijan
Belarus
Bosnia and Herzegovina
Bulgaria
Croatia
Czechoslovakia
Estonia
Hungary
Kazakhstan
Kyrgyzstan
Latvia
Lithuania
Poland
Republic of Moldova
Romania
Russian Federation
Slovenia
Tajikistan
Turkmenistan
Ukraine
Uzbekistan
Yugoslavia

EUROPE (Western)

Austria	Iceland	Norway
Belgium	Ireland	Portugal
Denmark	Italy	San Marino
Finland	Liechtenstein	Spain
France	Luxembourg	Sweden
Germany	Malta	United Kingdom of Great Britain and Northern Ireland
Greece	Netherlands	

LATIN AMERICA

Argentina	Dominican Republic	Nicaragua
Bolivia	Ecuador	Panama
Brazil	El Salvador	Paraguay
Chile	Guatemala	Peru
Colombia	Haiti	Suriname
Costa Rica	Honduras	Uruguay
Cuba	Mexico	Venezuela

MIDDLE EAST

Afghanistan	Israel	Saudi Arabia
Bahrain	Jordan	Syrian Arab Republic
Cyprus	Kuwait	Turkey
Iran (Islamic Republic of)	Lebanon	United Arab Emirates
Iraq	Oman	Yemen
	Qatar	

NORTH AMERICA AND THE CARIBBEAN

Antigua and Barbuda	Dominica	Saint Lucia
Bahamas	Grenada	Saint Vincent and the Grenadines
Barbados	Guyana	
Belize	Jamaica	Trinidad and Tobago
Canada	Saint Kitts and Nevis	United States of America

OTHER NATIONALITIES

Palestine	Switzerland	Stateless

B. Developing and other countries

1. Developing countries

All countries in Africa; all countries in Asia except Australia, Japan and New Zealand; all countries in Latin America; all countries in the Caribbean; all countries in the Middle East except Turkey and Cyprus; and Bosnia and Herzegovina, Croatia, Slovenia and Yugoslavia.

2. Other countries

All countries in Eastern and Western Europe except Bosnia and Herzegovina, Croatia, Slovenia and Yugoslavia; Australia, Canada, Cyprus, Japan, New Zealand, Turkey and United States of America.

UNITED NATIONS

A

General Assembly

Distr.
GENERAL

A/47/417
25 September 1992
ENGLISH
ORIGINAL: FRENCH

Forty-seventh session
Agenda item 63 (g)

REVIEW OF THE IMPLEMENTATION OF THE RECOMMENDATIONS AND DECISIONS ADOPTED BY THE GENERAL ASSEMBLY AT ITS TENTH SPECIAL SESSION

Implementation of the guidelines for appropriate types of confidence-building measures

Report of the Secretary-General

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I. INTRODUCTION

1. On 4 December 1990, the General Assembly adopted resolution 45/62 F entitled "Implementation of the guidelines for appropriate types of confidence-building measures", the operative part of which reads as follows:

> "The General Assembly,
>
> "...
>
> "1. Recommends the guidelines to all States for implementation, taking fully into account the specific political, military and other conditions prevailing in a region, on the basis of initiatives and with the agreement of the States of the region concerned;
>
> "2. Also recommends to all States that have started to implement confidence-building measures to pursue further and strengthen this process;
>
> "3. Appeals to all States to consider the widest possible use of confidence-building measures in their international relations, including bilateral, regional and global negotiations, especially in times of political tension and crises;
>
> "4. Invites the Secretary-General to continue to collect relevant information from all Member States;
>
> "5. Appeals to all Member States that have not yet done so to make their contribution to the report of the Secretary-General;
>
> "6. Decides to include in the provisional agenda of its forty-seventh session the item entitled 'Implementation of the guidelines for appropriate types of confidence-building measures'."

2. Pursuant to paragraphs 4 and 5 of the same resolution, the Secretary-General, in a note verbale dated 26 February 1992, requested all those Member States that had not yet done so to transmit relevant information on this matter by 1 June 1992. To date the Secretary-General has received replies from Cameroon, Finland, Nigeria and Portugal, which are reproduced in section II below. Any further replies will be issued as addenda to the present document.

II. INFORMATION RECEIVED FROM GOVERNMENTS

CAMEROON

[Original: French]

[24 July 1992]

1. The Government of the Republic of Cameroon, having taken note of General Assembly resolution 45/62 F of 4 December 1990 entitled "Implementation of the guidelines for appropriate types of confidence-building measures", wishes to provide the Secretary-General of the United Nations with the following information.

2. Over the past four years, Cameroon has contributed actively to the promotion of peace, security, confidence-building and development in the Central African subregion.

3. The various initiatives it has taken in conjunction with the States members of the Economic Community of Central African States (ECCAS) have thus far resulted in:

(a) The holding in February 1988, at the United Nations Regional Centre for Peace and Disarmament in Africa at Lomé, of a conference on the promotion of confidence-building, security and development within the framework of the Economic Community of Central African States;

(b) The organization at Yaoundé, from 17 to 21 June 1991, of a seminar-workshop on conflict resolution, crisis prevention and management and confidence-building among the member States of the Economic Community of Central African States;

(c) The adoption on 6 December 1991, by the United Nations General Assembly at its forty-sixth session, of resolution 46/37 B entitled "Regional confidence-building measures", in which:

> "The General Assembly ...
>
> 2. Welcomes the initiative taken by the States members of the Economic Community of Central African States with a view to developing confidence-building measures, disarmament and development in their subregion, by, in particular, the creation, under the auspices of the United Nations, of a standing advisory committee on security questions in Central Africa".

4. The establishment of this advisory committee at the organizational meeting to be held at Yaoundé in July 1992 will mark a decisive step forward in this dynamic effort to develop confidence-building measures, an undertaking in which the Government of Cameroon has placed considerable hope.

FINLAND

[Original: English]

[14 May 1992]

1. Finland has participated actively in the negotiations of regional confidence-building measures in Europe, as well as in the drafting of the global guidelines endorsed by the General Assembly in 1988. 1/

2. The Conference on Security and Cooperation in Europe (CSCE) has created a community of values and a unity of purpose in a region that covers transatlantic as well as Eurasian lands. The number of participating States has increased to 52.

3. Within the CSCE process, the Final Act adopted at Helsinki on 1 August 1975 contained a number of confidence-building measures. Since then, those measures have been implemented and further developed. They have been of invaluable help for Europe during the dramatic process of transition from the cold war division to the value community.

4. The Vienna Document of 1992 is the most recent and comprehensive package of confidence- and security-building measures designed to promote openness and to strengthen confidence and security among the participating States.

5. The agreed measures include an annual exchange of detailed information about military forces and their equipment, information on plans for the deployment of weapons and information on military budgets. There is also a mechanism for consultation regarding unusual military activities and cooperation concerning hazardous incidents of a military nature. Voluntary hosting of visits to dispel concerns about military activities is another innovative measure. The practice of notification of military activities, their observation and inspection, have reduced misunderstandings and suspicions between the participating States.

6. In the view of Finland, the implementation of those measures has proceeded well. Finland has, in its internal decision-making process, attached great importance to the full implementation of those measures and expects the same from the other CSCE participating States.

7. The Europe of today has succeeded in reducing military threats and means of conflict. There is still ample scope for new and even more effective confidence-building measures, however.

8. At the end of the Helsinki Follow-up Meeting later this year, the CSCE Summit is expected to adopt the terms of reference for a new security forum

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1/ Official Records of the General Assembly, Fifteenth Special Session, Supplement No. 3 (A/S-15/3), para. 41.

open to all CSCE States. They will comprise negotiations on disarmament and arms control, as well as regular consultations and cooperation in security matters. They will also include further development of the Vienna Document of 1992.

NIGERIA

[Original: English]

[13 July 1992]

1. Nigeria traditionally maintains a defensive force posture without necessarily deploying troops around its borders, which, in itself, is a confidence-building measure. Besides, Nigeria's armament level is considered moderate, given the size of the country and its armed forces, which further promotes the confidence of its neighbours.

2. Nigeria has always used bilateral, subregional and/or continental bodies to discuss and resolve differences with her neighbours. Indeed, Nigeria has a permanent Boundary Commission, which meets with neighbours, in addition to the Quadripartite Agreement within the framework of which periodic consultations are held with Benin, Ghana and Togo on, among other things, security. Apart from those, there is a Protocol of Non-Aggression (1978) to the Treaty of the Economic Community of West African States (ECOWAS), concluded at Lagos on 28 May 1975, 1/ within which security matters in the West African subregion can be discussed. Consequently, Nigeria sees no reason for the creation of another ECOWAS body charged with the discussion of security matters, as the existing machinery within the organization can always be used for peace-keeping and/or peacemaking efforts like the ECOWAS Cease-fire Monitoring Group (ECOMOG).

PORTUGAL

[Original: English]

[12 June 1992]

A. Preliminary remarks

1. This information is a progress report on developments in a given period under review (from 1988, when the guidelines were adopted, until today) and focusing on, but not limited to, the area of competence of the European Community member States. The following refrains from referring explicitly to events and developments in other regions, which, in other contexts, could not possibly be neglected.

1/ United Nations, Treaty Series, vol. 1010, No. 14843.

B. Introduction

2. The United Nations guidelines for confidence-building measures on a global or regional level as adopted in 1988 rightly call for a comprehensive approach to confidence-building, which will have to include activities in practically all fields of international cooperation. The guidelines also stress the importance of disarmament measures and of their contribution to the prevention of war.

3. In the period since the forty-fifth General Assembly, overwhelming developments have taken place in the European region, which brought about - and were accelerated by - speedy progress in building confidence and laying the foundations of cooperative security structures in that region. At the same time, in the wake of those events new conflicts arose in some parts of the region. They highlight the ever-increasing urgency of confidence-building as a concrete, persistent and continuous progress which step-by-step exterminates the roots of force.

4. For those reasons, the following information provided by the European Community member States for the period under review concentrates on confidence-building measures which, during this period:

(a) Have accompanied disarmament negotiations and facilitated their successful conclusion; or

(b) Contribute to stabilising the achievements of disarmament agreements and to making them irreversible; or

(c) Are building blocks in dikes erected to combat the proliferation of all categories of weapons.

C. Confidence-building measures in the field of conventional disarmament and arms control

5. Transparency and openness are basic conditions for confidence-building, particularly in the military field where, in times of confrontation and mistrust, secrecy used to be considered as a key word for security. The breakthrough in military confidence-building was achieved with the document of the Stockholm Conference, 1986, when for the first time measures relevant to refraining from the threat or use of force, to prior notification, as well as observation of certain military activities, and to verification were agreed by all CSCE member States. In November 1990, the first phase of negotiations on confidence- and security-building measures (CBSMS) concluded with the Vienna Document 1990 which, together with the CFE Treaty, is an expression of a new, cooperative approach towards military matters within CSCE.

6. It was a new instrument of exchange and evaluation of information on military forces including data on plans for the deployment of major weapon and equipment systems. Furthermore it established a mechanism for consultation

and cooperation as regards unusual military activities in order to reduce the risk of military conflict. The provisions of this document are already being implemented. Since 1 July 1991, 38 evaluation visits and 3 visits to air bases have taken place with the participation of many CSCE member States. Mutual inspections, which had already begun in 1987 under the provisions of the Stockholm document, have continued (all in all 53 inspections). Information on and observation of certain military activities, which also began under the Stockholm document regime, have constantly continued, too. As a positive side effect, all these activities promote personal contacts among military and non-military representatives of member States and thus are particularly suited to creating a climate of mutual trust.

7. To facilitate the exchange of relevant information, an electronic communication network has been established between capitals. At present, 24 CSCE member States and the conflict prevention centre in Vienna are connected.

8. Under the 1990 Vienna Document, CSCE member States have adopted and made compulsory the annual exchange of information on their military budgets on the basis of the categories set out in the United Nations - "instrument for standardized international reporting of military expenditures" - but pertaining to the coming instead of the past year.

9. The 1992 Vienna Document was adopted by CSCE member States on 4 March 1992 and entered into force on 1 May 1992. It incorporates earlier documents of confidence- and security-building measures of the CSCE and creates a new quality in the area of confidence-building by adopting additional measures. Among the new measures are the extension of exchange of military information, now including technical data of weapon systems and prior notification of planned increases in personnel strength of active and non-active formations and combat units, the demonstration of new types of major weapon and equipment systems and constraints on military activities. In the field of risk reduction, participating States are encouraged voluntarily to host visits to dispel concerns about military activities. The zone of application of these confidence-building measures is defined so as to include the territories of the new CSCE member States in Central Asia. Military confidence-building in Europe is embedded in the continuing CSCE process with its provisions for crisis prevention and cooperative security (see letter dated 11 February 1992 from the Permanent Representative of Czechoslovakia to the United Nations addressed to the Secretary-General, and enclosed documentation (A/47/89-S/23576)).

10. The North Atlantic Cooperation Council constituted on 20 December 1991 is another example of a concrete contribution to a climate of increasing confidence through dialogue, exchange of opinions and new types of cooperation. It comprises the member States of the North Atlantic Alliance and former members of the Warsaw Pact, including the new Republics of the former Soviet Union.

11. The Western European Union, too, has strengthened its existing relations with Central, Eastern and South-Eastern European countries by structuring

dialogue, consultations and cooperation. Thus, new efforts have been made for making its activities more transparent and for building up a higher level of confidence in Europe.

12. The signing of the Treaty on Open Skies on 24 March 1992 was of great importance to confidence-building in Europe and beyond. It creates the framework for air observation of the territory of member States from Vancouver to Vladivostok. Although designed for transparency in military matters and enhancing security through confidence- and security-building measures, this system could also be used for civilian purposes, such as environmental protection.

13. During the forty-sixth session of the General Assembly, the European Community member States, together with Japan, tabled a draft dealing with transparency in armaments which, after intensive consultation with Member States, was adopted as resolution 46/36 L on 9 December 1991. This (-EAST-)on, when duly implemented, will provide the Secretary-General with a universal and non-discriminatory register of conventional arms transfer open for consultation by all States as a first step towards enhanced transparency in the field of conventional arms. The overwhelming vote in favour of the resolution demonstrated emerging confidence that transparency benefits all, does not limit States' own security and plays a vital role in the achievement of agreements in this area.

D. Confidence-building measures in the field of weapons of mass destruction

14. The first concrete example of confidence-building measures in the field of weapons of mass destruction can be seen in the implementation of the INF Treaty concluded between the United States of America and the Soviet Union, when a whole class of nuclear weapons was destroyed under comprehensive verification measures. During the period under review, a great number of mutual inspections by parties to the treaty took place on the territory of relevant European States to verify the elimination of those weapons.

15. The two nuclear Powers which are members of the European Community made a meaningful contribution to the process of nuclear disarmament and thus to the strengthening of confidence in this field by making reductions in some of their nuclear-weapon programmes. Moreover, France has decided to suspend its nuclear testing for 1992.

16. As long as the threat to international peace through the proliferation of weapons of mass destruction exists and even increases, all unilateral, bilateral or multilateral measures capable of diminishing the scope and speed of proliferation can contribute to reducing fear and mistrust. Relevant steps taken in the nuclear field have been detailed in the working paper submitted by the Presidency on behalf of the European Community and its member States to Working Group II of the 1992 session of the United Nations Disarmament Commission (A/CN.10/172). The establishment of a Science and Technology

Centre in the Russian Federation, which will contribute to non-proliferation objectives, while furthering international cooperation on the civilian applications of military technology, may be considered as an example of a confidence-building new approach to coping with the risks of proliferation. All European Community member States have played an active role in launching this initiative and have extended substantial support to the Centre.

17. During the period under review, the European Community and its member States have continued to participate actively in multilateral efforts to identify and implement confidence-building measures in other categories of weapons of mass destruction.

18. With respect to biological weapons, the Third Review Conference in September 1991 continued the elaboration of confidence-building measures on the basis of those agreed upon by the Second Review Conference in 1986. Member States have already begun to implement this by reporting to the United Nations. Following a decision by the Third Review Conference, a discussion on confidence-building and verification in this field also took place during a first meeting of experts at Geneva from 30 March to 10 April 1992.

19. With regard to chemical weapons, it has become clear from the ongoing negotiations on a global, comprehensive and verifiable convention that they will bring about a detailed, large-scale verification system. By covering a very important industrial branch, this scheme will assume a pioneering role, creating transparency and confidence beyond its immediate area of application.

E. Middle East Peace Process

20. The European Community and its member States have begun to participate in the work of the Working Groups on Arms Control and Regional Security of the Middle East Peace Process. On the basis of their experience in the field of disarmament and in the Conference on Security and Cooperation in Europe, and especially in confidence-building measures, they intend to make a constructive contribution to this ongoing process.